

Gender Pay Gap Report 2024

Difference in hourly rate

- Women's mean hourly rate is 10.6% lower than men's. In other words, when comparing mean hourly rates, women earn 89p for every £1 that men earn.
- Women's median hourly rate is 12.6% lower than men's. In other words, when comparing median hourly rates, women earn 87p for every £1 that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid)	9.6%
Upper middle quartile	7.1%
Lower middle quartile	9.5%
Lower quartile (lowest paid)	25%

Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2024

A handwritten signature in black ink, appearing to read 'David Paterson'.

David Paterson
CEO, Russell Group