

Gender Pay Gap Report 23/24

Difference in hourly rate

- Women's mean hourly rate is 12.2% lower than men's. In other words, when comparing mean hourly rates, women earn 88p for every £1 that men earn.
- Women's median hourly rate is 18.3% lower than men's. In other words, when comparing median hourly rates, women earn 82p for every £1 that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid)	9.1%
Upper middle quartile	5.5%
Lower middle quartile	9.8%
Lower quartile (lowest paid)	25.5%

Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2023



Alan Poulton
CEO, Russell Group