

Gender Pay Gap Report 18/19

Difference in hourly rate

- Women's mean hourly rate is 4.4% lower than men's
In other words when comparing mean hourly rates, women earn 96p for every £1 that men earn.
- Women's median hourly rate is 11.6% lower than men's
In other words when comparing median hourly rates, women earn 88p for every £1 that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid)	15.1%
Upper middle quartile	3.4%
Lower middle quartile	8.2%
Lower quartile (lowest paid)	23.1%

Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2020



Alan Poulton
CEO, Russell Group