

Our 2020 Gender Pay Gap

We've undertaken a review of our process, and the following are our statutory LLP numbers for 2020.

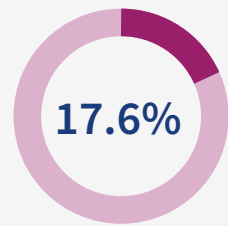
Mean pay gap

Our mean gender pay gap for 2020 is **10.5%**.



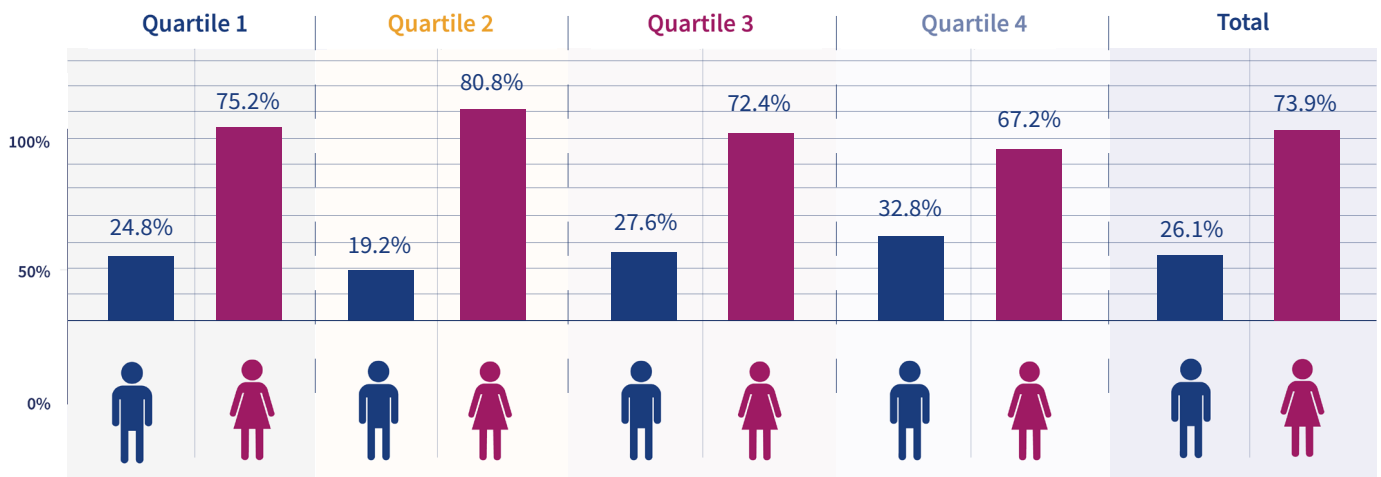
Median pay gap

Our median gender pay gap for 2020 is **17.6%**.



Hourly pay quartiles

The percentage of men and women in each quartile is broadly consistent with the make-up of our organisation where 74% are women.

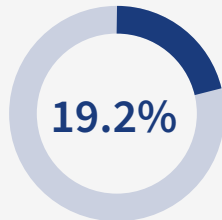


Employee bonus gap

This has been calculated using bonus amounts paid. It's impacted by factors including the number of women who work part time, as they receive a pro-rated bonus based on their working pattern. 92% of our part-time colleagues are women.

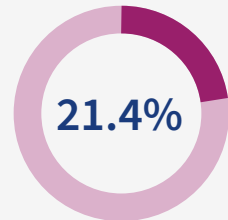
Mean bonus gap

Our mean bonus pay gap for 2020 is **19.2%**.

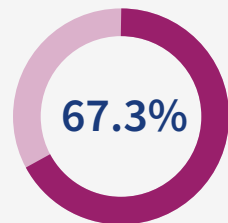
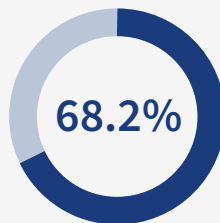


Median bonus gap

Our median bonus gap for 2020 is **21.4%**.



The **proportion** of men and women who were paid a bonus in the 12 months ending on 5 April 2020:



We're committed to taking positive action to support our people and communities and reduce our impact on the environment.

This is aligned to our vision and aims to create value for all of our stakeholders, including our colleagues. We have an ambition to be recognised as a leading responsible business and our focus on reducing our pay gap is a key part of that.

This report relates to the reporting period ending 5 April 2020, which was near the start of the COVID-19 pandemic taking effect in the UK. Our 2020 report data has therefore not been directly impacted by this. With various studies showing that women and people from minority ethnic groups are more likely to feel the socio-economic impacts of COVID-19, being a responsible business is more important than ever before.

Andrew Tucker,
Group CEO



A handwritten signature in black ink that reads "Andrew".