

GENDER PAY GAP FIGURES

		2025	2024	2023
1	Difference in hourly rate of pay - mean	5.41%	-4.3%	10.8%
2	Difference in hourly rate of pay - median	1.43%	5.4%	7.7%
3	Difference in bonus pay - mean	-31.67%	-20.7%	-494.8%
4	Difference in bonus pay - median	13.85%	7.1%	0.0%
5	Percentage of employees who received bonus pay			
	Male	11.78%	51.1%	2.4%
	Female	6.90%	48.9%	0.8%
6	Employees by pay quartile:			
	Upper			
	Male	65.36%	67.7%	70.8%
	Female	34.64%	32.3%	29.2%
	Upper middle			
	Male	53.63%	64.9%	73.2%
	Female	46.37%	35.1%	26.8%
	Lower middle			
	Male	54.44%	53.3%	37.3%
	Female	45.56%	46.7%	62.7%
	Lower			
	Male	59.22%	44.4%	46.4%
	Female	40.78%	55.6%	53.6%