What we are Doing to Close the Gender Pay Gap

The average earnings of male and female employees are paid at all levels. This is measured by calculating the difference between the mean bonus pay paid to male and female employees. The results of our multi-year efforts are starting to show in our workforce and putting the right initiatives in place to help all levels, with equal opportunities for the women and men. This is not where we want to be. We remain committed to removing the obstacles that some women face in the workplace and including adding more women in senior sales roles, then we will close our Gender Pay Gap. We believe that diverse teams are more successful.

The Gender Pay Gap is the difference between the median bonus pay paid to male and female employees during the year, expressed as a percentage of the mean bonus pay earned. The difference between the mean hourly pay for male and female employees during the 12 months prior to our April 2018 payroll. The Mean and Median Gender Pay Gap, the Mean and Median Gender Bonus Gap, Quartiles based on ranking employees from highest to lowest by hourly rate of pay. How our workforce is organised into evenly-sized quartiles.

What's Behind the Numbers

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