

# Gender Pay Gap Report

## MARCH 2023



### Total Employee % breakdown:

- Male 22.88%
- Female 77.12%

### Mean Gender Pay Gap:

- 19.69%

### Median Gender Pay Gap:

- 35.72%

Pay bands	Male	Female
Upper quartile	32.93%	67.07%
Upper middle quartile	18.18%	81.82%
Lower middle quartile	14.18%	85.82%
Lower quartile	23.12%	76.88%