

Progress and Change

Results	2018	2019	2020	2021	2022	2023	2024
Average Gender Pay Gap – MEAN	3.02%	7.70%	7.21%	9.39%	7.55%	7.89%	5.86%
Average Gender Pay Gap - MEDIAN	-4.63%	-6.37%	-4.80%	-3.06%	-5.78%	-4.45	-7.13%

Results	2018	2019	2020	2021	2022	2023	2024
Average Bonus Gender Pay Gap – MEAN	37.08%	19.22%	16.69%	-49.31	11.11%	12.45%	-22.15%
Average Bonus Gender Pay Gap – MEDIAN	-53.84%	-60.00%	-25.22%	-114.26%	33.75%	38.33%	-73.54%