

### Women’s hourly rate is

**7.7%**

**LOWER**  
(mean)

**5.3%**

**HIGHER**  
(median)

### Pay quartiles

How many men and women are in each quarter of the employer’s payroll.

#### Top quartile

**64.9%**

**MEN**

**35.1%**

**WOMEN**

#### Upper middle quartile

**62.9%**

**MEN**

**37.1%**

**WOMEN**

#### Lower middle quartile

**57.7%**

**MEN**

**42.3%**

**WOMEN**

#### Lower quartile

**79.6%**

**MEN**

**20.4%**

**WOMEN**

**Women’s bonus pay is**

**34.4%**

**LOWER**  
(mean)

**1.6%**

**HIGHER**  
(median)

**Who received bonus pay**

**96.5%**

**OF MEN**

**91.6%**

**OF WOMEN**

I confirm that this statement is true to the best of my knowledge and belief.

Alun Phennah  
Vice President/Director  
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