

Gender Pay Gap

Indicators (100% employee coverage)	% Difference between Male and Female employees
Overall Mean gender pay gap = [Male's mean payment - Female's mean payment] / Male's mean payment	1.3%
Executive Mean gender pay gap = [Male's mean payment - Female's mean payment] / Male's mean payment	31.1%
Management Mean gender pay gap = [Male's mean payment - Female's mean payment] / Male's mean payment	5.6%
Non-management Mean gender pay gap = [Male's mean payment - Female's mean payment] / Male's mean payment	-2.2%