

# AEUK's Gender Pay Gap

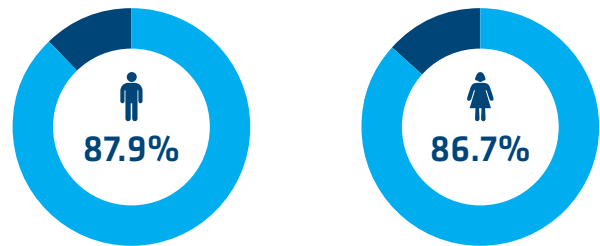
## Mean and Median Gender Pay Gap



The **mean gender pay gap** of 22.9% represents that, based on a mathematical average, women are paid 22.9% less than men, or that for every £1 men earn, women earn 77.1p.

The **median gender pay gap** shows that when the hourly rates of all men and women are sorted in ascending order, the hourly rates of men are 31.4% higher.

## Proportion of Men and Women Receiving a Bonus



These figures reflect the relative proportions of men and women receiving a bonus in the preceding 12 months of the snapshot date.

## Mean and Median Bonus Gender Pay Gap



The **mean bonus gender pay gap** for this reporting period shows that, on average, women are paid 20.6% less bonus than men in the company.

The **median bonus gender pay gap** shows that women received the same on average as men.

AEUK have fewer women in the upper quartile in which higher bonuses are paid.

## Proportion of Men and Women in Each Quartile



On 5th April 2020, AEUK had 444 full-pay relevant employees, of which 347 (78.2%) were men and 97 (21.8%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 111 employees each.

We confirm that the data reported is accurate as of the snapshot date 5 April 2020



Claire Evans, Chief Financial Officer



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