

AEUK's Gender Pay Gap

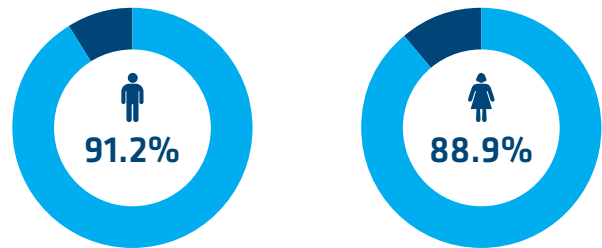
Mean and Median Gender Pay Gap



The **mean gender pay gap** of 18.6% represents that, based on a mathematical average, women are paid 18.6% less than men, or that for every £1 men earn, women earn 84.1p.

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 20.2% 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 22.0% less bonus than men in the company.

The **median bonus gender pay gap** shows that women received virtually 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 2021, AEUK had 470 full-pay relevant employees, of which 364 (77.4%) were men and 106 (22.6%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles. The lower and upper middle quartiles had 118 employees each and the lower middle and upper quartiles had 117 employees each.

We confirm that the data reported is accurate as of the snapshot date 5 April 2021



Claire Evans, Chief Financial Officer



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