

AEUK's Gender Pay Gap

Mean and Median Gender Pay Gap





The mean gender pay gap of 16.3% represents that, based on a mathematical average, women are paid 16.3% less than men, or that for every £1 men earn, women earn 83.7p.

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 18.7% higher.

Mean and Median Bonus Gender Pay Gap



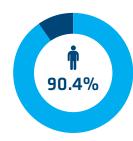


The mean bonus gender pay gap for this reporting period shows that, on average, women are paid 22.0% less bonus than men in the company.

The median bonus gender pay gap shows that when the bonus payments of all men and women are sorted in ascending order, men's bonus payments are 9.1% higher.

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

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.

Proportion of Men and Women in Each Quartile









On 5th April 2022, AEUK had 495 full-pay relevant employees, of which 385 (77.8%) were men and 110 (22.2%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 124 employees each with the exception of the lower-middle quartile which included 123 employees.

We confirm that the data reported is accurate as of the spanshot date 5 April 2022



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