AEUK’s Gender Pay Gap

The **mean gender pay gap** of 23.4% represents that, based on a mathematical average, women are paid 23.4% less than men, or that for every £1 men earn, women earn 76.6p.

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 25.5% higher.

The **mean bonus gender pay gap** for this reporting period shows that, on average, women are paid 31.7% less bonus than men in the company.

The **median bonus gender pay gap** shows that men received 33.3% more on average than women.

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

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

On 5th April 2019, AEUK had 399 full-pay relevant employees, of which 305 (76.4%) were men and 94 (23.6%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 100 employees each, with 99 in the upper quartile.

We confirm that the data reported is accurate as of the snapshot date 5 April 2019

Claire Evans, Chief Financial Officer

Russell Warren, HR Director