

# Axiom 2023 UK Gender Pay Gap Report

## Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	51%	49%
Upper middle hourly pay quarter	25%	75%
Lower middle hourly pay quarter	31%	69%
Lower hourly pay quarter	36%	64%

## Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	9.1%
Median gender pay gap using hourly pay	6.4%


## Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	25%	20%

## Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	50.8%
Median gender pay gap using bonus pay	65.3%

We confirm that the gender pay gap data provided in this report is accurate and in line with mandatory requirements.

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