

Full-pay Relevant Employees

Percentage of men and women

in each hourly pay quarter

	Upper hourly pay quarter (4)		Upper middle hourly pay quarter (3)		Lower middle hourly pay quarter (2)		Lower hourly pay quarter (1)	
	Male	Female	Male	Female	Male	Female	Male	Female
Williams Lea	68.02%	31.98%	64.13%	35.87%	69.96%	30.04%	47.98%	52.02%

Gender Pay Gap

	Headcount		Sum of hourly rate of pay		Mean			Median		
	Male	Female	Male	Female	Male	Female	Mean GPG	Male	Female	Median GPG
Williams Lea	557	334	10,246.52	5,682.88	£ 18.40	£ 17.01	7.51%	£ 15.52	£ 14.02	9.64%

Relevant Employees

Bonus Pay Gap

	Bonus recipient headcount		Total headcount		% receiving a bonus		Sum of bonus payments		Mean			Median		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Mean GPG	Male	Female	Median GPG
Williams Lea	172	111	605	385	28.43%	28.83%	314,430.80	253,466.01	1,828.09	2,283.48	-24.91%	1,000.00	823.11	17.69%