HARRODS AVIATION GENDER PAY GAP REPORTING - GOVERNMENT WEBSITE FIELDS

	APRIL 2023		APRIL 2022		APRIL 2021		APRIL 2020	
HOURLY RATE Women's hourly rate is		WER (MEDIAN) OWER (MEAN)	_	DWER (MEDIAN) LOWER (MEAN)	14% L 32.7%	OWER (MEDIAN) LOWER (MEAN)	13.5% 30.8%	LOWER (MEDIAN) LOWER (MEAN)
	<u>†</u>	<u>†</u>	<u>†</u>	*	<u>†</u>	<u> </u>	<u>†</u>	<u>*</u>
PAY QUARTILES How many men and women are in each quarter of the employer's payroll	79%	21%	77%	23%	73.8%	26.2%	74.3%	25.7%
	62.9%	37.1%	62.9%	37.1%	67.2%	32.8%	58.1 %	41.9%
	38.7%	61.3%	40.3%	59.7%	46.2%	53.8%	47.3%	52.7%
	19.4%	80.6%	24.2%	75.8%	24.6%	75.4%	24.3%	75.7%
BONUS PAY Women's bonus pay is	I MEAN BONUS	MEDIAN BONUS	MEAN BONUS	MEDIAN BONUS O% HIGHER	MEAN BONUS 50.8% HIGHER	HGHER	T8.3%	MEDIAN BONUS
BONUS PAY Who received bonus pay	45.2% 47.6%		20.7%		7.4% ↑ 4.4%		75.2%	