

# SELWOOD

## Pay and Bonus Gap

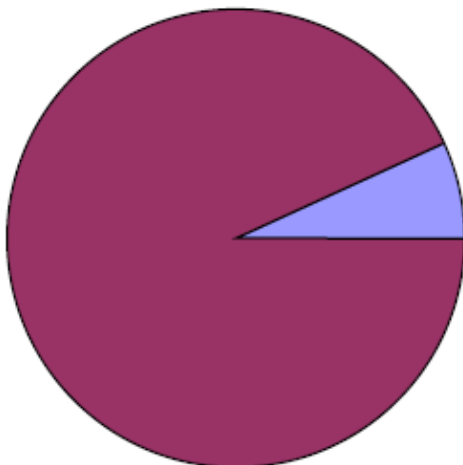
	Difference between men and women	
	Mean	Median
Hourly Pay	-3.3%	-32.1%
Bonus Pay	47.9%	17.5%

## Bonus Proportions

Male 37.6% Female 88.9%

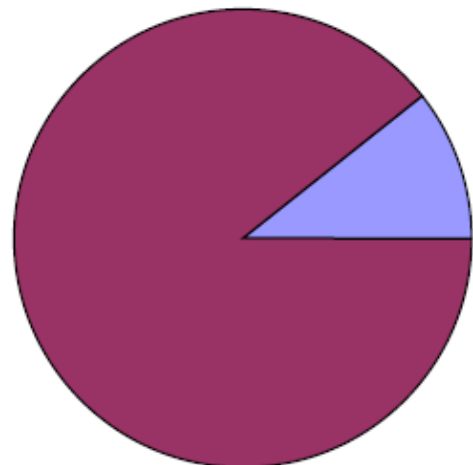
## Pay Quartiles

Lower Quartile



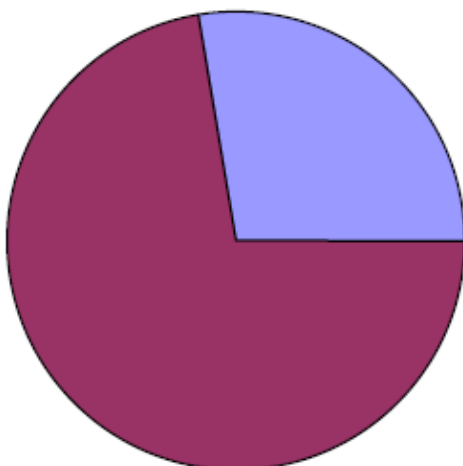
Female 6.9% Male 93.1%

Lower Middle Quartile



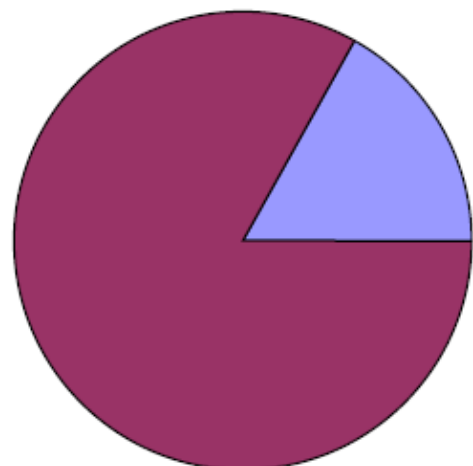
Female 10.7% Male 89.3%

Upper Middle Quartile



Female 27.7% Male 72.3%

Upper Quartile



Female 16.9% Male 83.1%

I confirm that the gender pay gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'L Blackwell'.

Lynette Blackwell  
Director of Human Resources