

Certinia UK Limited Gender Pay Gap Report 2024

Hourly Pay Gap

Women's median hourly pay was 3.6% lower than men's – this means they earned 96p for every £1 that men earn when comparing median hourly pay.

When comparing mean hourly pay, women's mean hourly pay is 6.7% higher than men's.

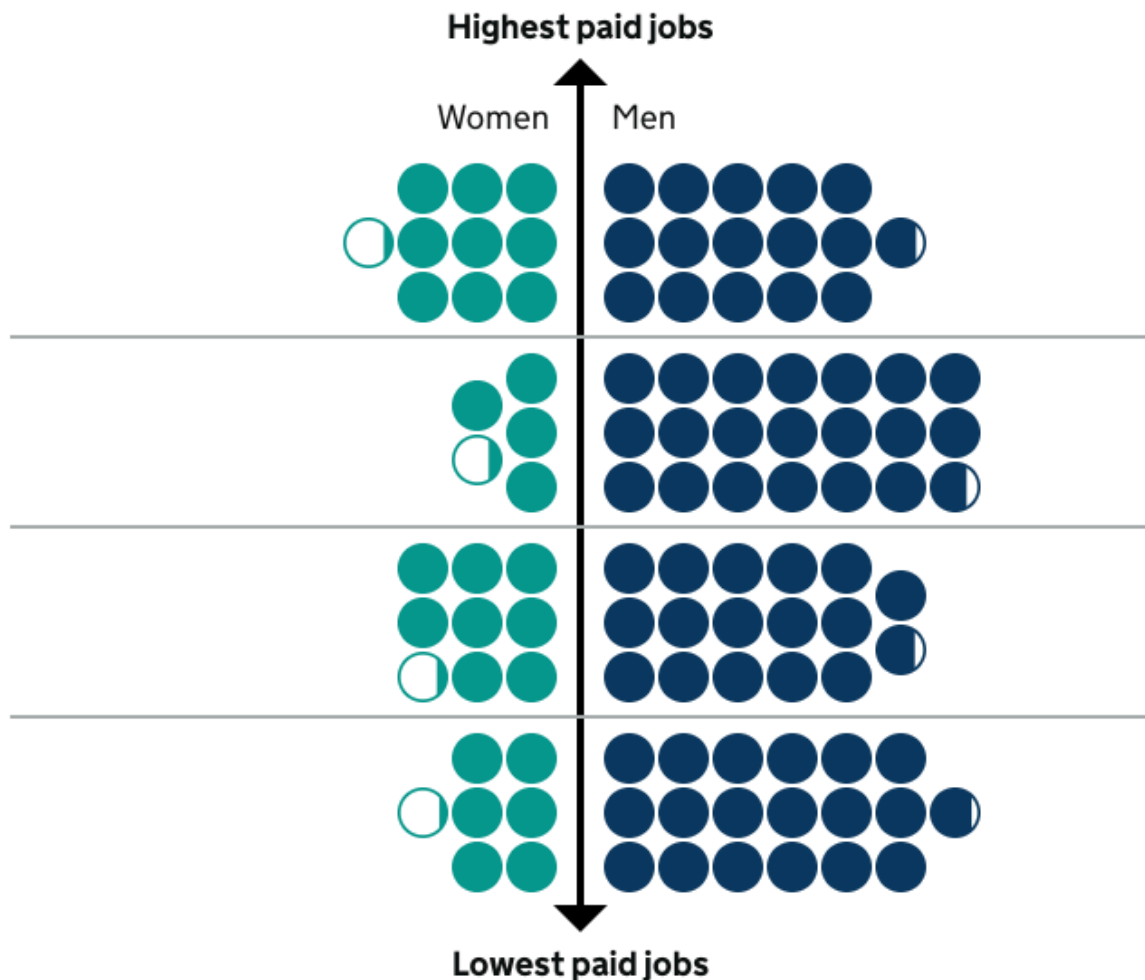


This **median gender pay gap** is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

The **mean gender pay gap** figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

The Percentage of women in each pay quarter

Women occupy 36.8% of the highest paid jobs and 24.7% of the lowest paid jobs.



Each ● represents 1% of the employees in this organisation

Bonus Pay Gap

Women's median bonus pay was 18.9% lower than men's – this means they earned 81p for every £1 that men earn when comparing median bonus pay



Women's mean (average) bonus pay was 175.8% higher than men's.

Who received bonus pay

62.4% of women

52.7% of men

Data snapshot date: 5 April 2024