

Gender Pay Gap Data - Stephensons

Difference in hourly rate of pay - mean	20.3%
Difference in hourly rate of pay - median	33.6%
Difference in bonus pay - mean	13.1%
Difference in bonus pay - median	20%
Percentage of employees who received bonus pay:	
Males who received bonus pay	11.3%
Females who received bonus pay	7.8%
Employees by pay quartile:	
Upper quartile:	
Male:	42.9%
Female:	57.1%
Upper middle quartile:	
Male:	28.5%
Female:	71.5%
Lower middle quartile:	
Male:	17.5%
Female:	82.5%
Lower quartile:	
Male:	16.5%
Female:	83.5%

I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.



ANDREW WELCH

MANAGING PARTNER