

# MAGNET GENDER PAY GAP REPORT 2022



## MEAN PAY GAP



2022: 4%

2021: 9%



## MEDIAN PAY GAP



2022: 2%

2021: 3%

- Mean and median difference in hourly rate of pay for males and females in April 2022 and April 2021



## MEAN BONUS GAP



2022: 21%

2021: 26%



## MEDIAN BONUS GAP



2022: 34%

2021: 29%

- Mean and median difference in bonus pay for males and females in April 2022 and April 2021
- All bonus schemes are meritocratic based on individual and/or business performance



## % RECEIVING BONUS 2022



64%



63%



## % RECEIVING BONUS 2021



70%



68%

- Percentage of males and females receiving bonus payments in the year immediately proceeding 5th April 2022 and 5th April 2021



## QUARTILES 2022

	M%	F%
Quartile 1	67	33
Quartile 2	70	30
Quartile 3	68	32
Quartile 4	72	28



## QUARTILES 2021

	M%	F%
Quartile 1	71	29
Quartile 2	65	35
Quartile 3	62	38
Quartile 4	79	21

- Gender split within each of the quartile salary bandings

## OVERALL

- Magnet is committed to ensuring equity, fairness and equal opportunities for all colleagues
- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation