



Godolphin Gender Pay Report – 2021

INTRODUCTION

In the UK, Godolphin is required by the Equality Act (Gender Pay Gap Information) Regulations 2017 to publish a set of statistics around pay and gender.

The gender pay gap looks at the percentage difference between men’s and women’s earnings. It is not a measure of the difference in pay between men and women for doing the same job, which is usually described as ‘pay equality’.

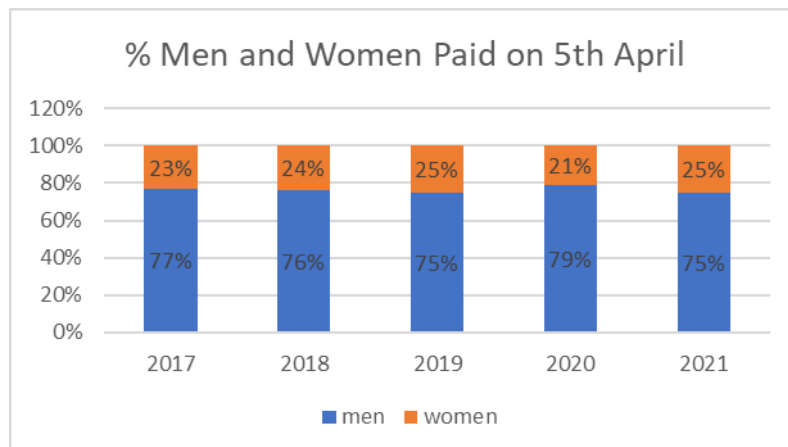
Godolphin’s statistics are as follows:

Difference Between Gross Hourly Earnings Between Men and Women:

	2017	2018	2019	2020	2021
Mean	0.19% higher for men	1.97% higher for women	0.82% higher for women	9.14% higher for women	2.53% higher for men
Median	5.74% higher for women	3.44% higher for women	6.27% higher for women	14.24% higher for women	2.66% higher for women

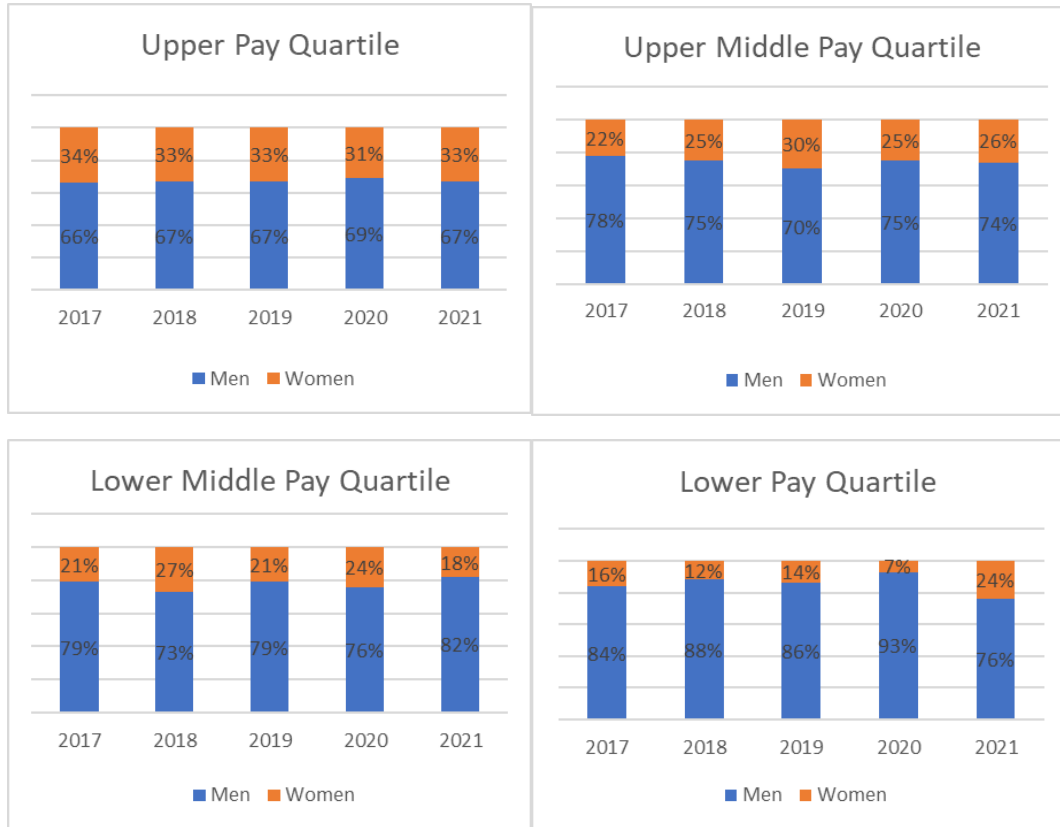
Percentage of Men and Women in Pay Quartiles

Total percentage of men and women paid on 5th April 2021:





Percentage of men and women occupying each pay quartile:



Bonus Pay

The difference between bonus payments made to men and women:

	2017	2018	2019	2020	2021
Mean	0.33% higher for men	3.4% higher for men	30.84% higher for men	10.43% higher for men	100% higher for men
Median	11.69% higher for women	1.99% higher for women	6.24% higher for men	2.34% higher for women	69% higher for men

The proportion of men and women receiving a bonus:

	2017	2018	2019	2020	2021
Men	95%	95%	97%	99.15%	65%
Women	94%	89%	97%	99.22%	35%