

Fremantle

UK Gender Pay Gap Report 2020

Mean pay gap **36%**

Median pay gap **12%**

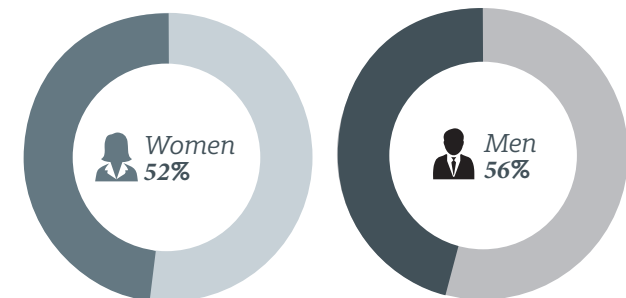
Pay quartiles *Female*   *Male*

Top (highest rate)	54%	46%
Upper middle	61%	39%
Lower middle	64%	36%
Lower (lowest rate)	64%	36%
Overall	61%	39%

Mean bonus gap **49%**

Median bonus gap **28%**

Who received bonus pay?



The **mean** is calculated by adding the hourly rates of all employees and then dividing the result by the number of employees. **The mean gender pay gap is the percentage difference between mean male hourly pay and mean female hourly pay.**

The **median** is the figure that falls in the middle of a range, when everyone's hourly rates are lined up from smallest to largest. **The median gap is the percentage difference between the employee in the middle of the range of male hourly rates and the middle employee in the range of female hourly rates.**

Pay quartiles are calculated by listing the rates of pay for each employee from lowest to highest, before splitting the list into four groups by headcount and calculating the percentage of males and females in each.