

**Fieldrose 2016 to 2017 Gender Pay Gap Data**

Difference in mean hourly rate of pay	2.7%		
Difference in median hourly rate of pay	6.3%		
Difference in mean bonus pay	18%		
Difference in median bonus pay	33.3%		
Percentage of employees who received bonus pay	<b>Male</b>	<b>Female</b>	
	21%	16%	

<b>Employees by pay quartile</b>	<b>Male</b>	<b>Female</b>
Upper quartile	49.4%	50.6%
Upper middle quartile	45%	55%
Lower middle quartile	49.4%	50.6%
Lower quartile	39.7%	60.3

Size of organisation	1000 to 4999
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**Intracave 2016 to 2017 Gender Pay Gap Data**

Difference in mean hourly rate of pay	-18%		
Difference in median hourly rate of pay	-18%		
Difference in mean bonus pay	-78.3%		
Difference in median bonus pay	-1.66%		
Percentage of employees who received bonus pay	<b>Male</b>	<b>Female</b>	
	60.3%	65.7%	

<b>Employees by pay quartile</b>	<b>Male</b>	<b>Female</b>
Upper quartile	7.6%	92.4%
Upper middle quartile	13.6%	86.4%
Lower middle quartile	33.3%	66.7%
Lower quartile	27.7%	72.3%

Size of organisation	250-499
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