

Gender Pay Gap Report

2026 Overview

Key findings at a glance

17%

Median Salary Pay Gap

18%

Mean Salary Pay Gap

39%

Median Bonus Pay Gap

41%

Mean Bonus Pay Gap

Summary

Despite hiring and promoting a record number of women into senior roles, our Mean and Median Pay Gaps remain unchanged from last year.

This is because we also hired a record number of women into junior roles, meaning our average pay stayed the same for both men and women.

In 2025, women made up:



Building the next generation of female leaders

We invest heavily in sourcing diverse candidates, running fair recruitment and promotion processes, and building an inclusive environment where everyone can succeed.

To track our progress, we report hiring, promotion and retention rates by gender (as well as ethnicity and socio-economic background), publishing the results company-wide each year.

Our strategy is working

Chart: Representation of women in each pay quartile since 2018. We are targeting 50%

2018 2026

TOP 25%

15.6 +13.4 29.0

TOP 50%

18.8 +14.8 33.5

TOP 75%

21.6 +18.1 39.7

ALL

22.4 +21.6 44.0

0 10 20 30 40 50