

# UK Ethnicity Pay Gap Report 2024

(Based on April 2023 data)

Reward & DEI Team  
September 2024

# UK Ethnicity Pay Gap 2024: Key Points



The **hourly pay gap has reduced significantly** (-7.5 percentage points for the mean and -10 p.p. for the median)



There is **no longer an ethnicity pay gap**, or in other terms, all other ethnicities combined are paid more in average than White employees



This reduction is due to a **better representation of other ethnicities in higher paid roles**, e.g. in the upper middle and upper hourly pay quarters





We will focus on **improving completion of ethnicity data** and monitor our ethnicity pay gap


- **Ethnicity Pay is likely to become a mandatory reporting under the UK legislation**
- **We replicated the Gender Pay Gap calculation methodology**
- **Disclosure rate is just under 50%, standing at 48% (+3.6 p.p. v. 2022 data)**
  - 81% of employees declared White as their ethnicity,
  - Which leaves 19% under all other ethnicities combined.





# UK Ethnicity Pay Gap 2024: Key Measures


Pay Gap	April 2024 (Based on April 2023 data)	April 2023 (Based on April 2022 data)	April 2022 (Based on April 2021 data)
Mean Hourly Pay Gap	 -6.3%	1.2%	0.4%
Median Hourly Pay Gap	 -9.0%	1.0%	1.6%

**Key**

 Increased and this is a negative outcome





 Increased but is a positive outcome

 Decreased and is a positive outcome

 Decreased and is a negative outcome

*Due to the low disclosure rate for ethnicity information and smaller sample sizes\*/data fluctuation for bonus pay, we have decided not to report on it for the time being.*

*\*Particularly in the Senior Leader Bonus Plan and Sales Incentive Plan*

Hourly Pay Quarter	April 2024 White %	April 2024 Other Ethnicities %	April 2023 White %	April 2023 Other Ethnicities %	April 2022 White %	April 2022 Other Ethnicities %
Lower	87.3%	 12.7%	85.2%	14.8%	85.5%	14.5%
Lower Middle	79.6%	 20.4%	76%	24%	73.2%	26.8%
Upper Middle	80.9%	 19.1%	82.1%	17.9%	84.6%	15.4%
Upper	77.8%	 22.2%	82.4%	17.6%	79.2%	20.8%