

# LIBERTY

## Gender pay gap report 2023

In this report, we publish our gender pay gap statistics for 2023.

### Our statistics

*Our gender pay gap statistics as of 5 April 2023*

<b>Mean gender pay gap</b>	27.3%
<b>Median gender pay gap</b>	11.7%
<b>Mean bonus gap</b>	51.5%
<b>Median bonus gap</b>	31.2%
<b>Proportion of men receiving a bonus</b>	61.7%
<b>Proportion of women receiving a bonus</b>	58.7%
<b>Lower quartile</b>	72.9%
<b>Lower-mid quartile</b>	69.7%
<b>Upper-mid quartile</b>	74.6%
<b>Upper quartile</b>	55.5%

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I confirm that the figures stated above are accurate and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017.



William Le Clerc

**Chief People Officer**