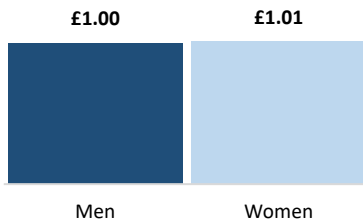


2023 Gender Pay Gap Report

Snapshot Date - 5 April 2023

Hourly Pay Gap

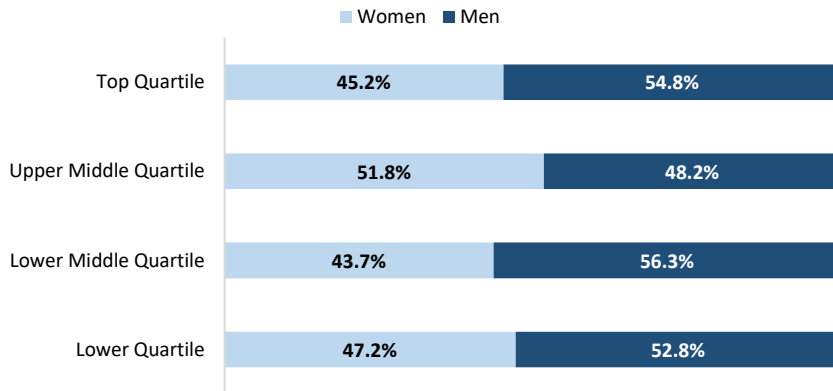
Within Walker's Shortbread for **every £1 earned by a man, a women earns £1.01**. The median hourly rate for women is 1.1% higher than for men.



When comparing mean (average) hourly pay, women's mean hourly pay is 11.2% lower than men's.

The percentage of women in each pay quarter

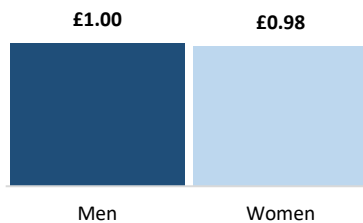
Within Walker's Shortbread women occupy 45.2% of the top quartile jobs and 47.2% of the lower quartile jobs.



Bonus Pay Gap

96.2% of women received a bonus compared with 92.1% of men.

Within Walker's Shortbread for **every £1 bonus earned by a man, a women earns £0.98**. The median bonus for women is 2.2% lower than for men.



When comparing mean (average) bonus pay, women's mean bonus pay is 14.7% lower than men's.

