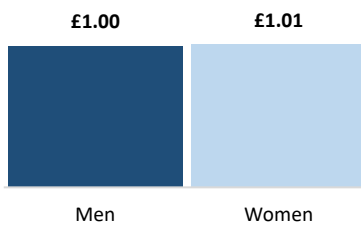


## 2022 Gender Pay Gap Report

Snapshot Date - 5 April 2022

### Hourly Pay Gap

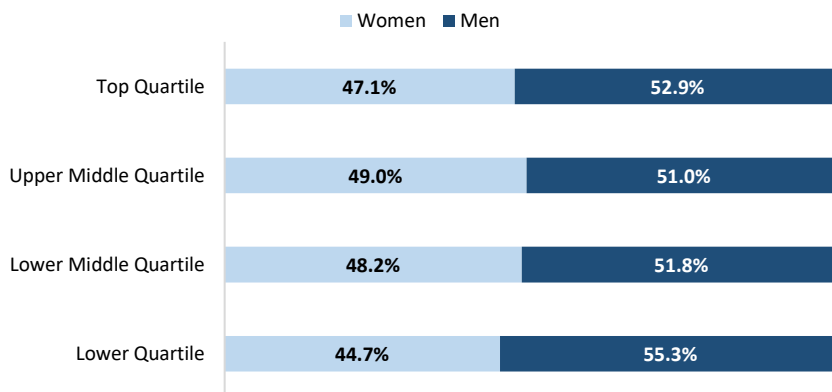
Within Walker's Shortbread for **every £1 earned by a man, a women earns £1.01**. The median hourly rate for women is 1.2% higher than for men.



When comparing mean (average) hourly pay, women's mean hourly pay is 11.6% lower than men's.

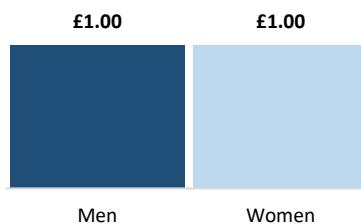
### The percentage of women in each pay quarter

Within Walker's Shortbread women occupy 47.1% of the highest paid jobs and 44.7% of the lowest paid jobs.



### Bonus Pay Gap

Within Walker's Shortbread for **every £1 bonus earned by a man, a women earns £1**. The median bonus for women is equal to men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 12.5% lower than men's.

95.8% of women received a bonus compared with 87.4% of men.