

ELIS UK LIMITED Gender Pay Gap Reports – Snapshot Dates 2021-23

	2021	2022	2023
Mean gender pay gap	22.9%	18.1%	16.0%
Median gender pay gap	13.5%	6.5%	7.2%
Mean bonus gap	41.9%	47.4%	52.0%
Median bonus gap	9.5%	64.6%	71.8%
Proportion of men receiving a bonus	66.3%	20.1%	22.5%
Proportion of women receiving a bonus	65.8%	15.7%	16.7%
Lower quartile (percentage women)	55.0%	59.4%	58.1%
Lower-mid quartile (percentage women)	53.3%	46.6%	49.4%
Upper-mid quartile (percentage women)	34.9%	41.3%	38.4%
Upper quartile (percentage women)	27.7%	19.6%	18.1%