

**Women's hourly rate is**

**7.8%**

**LOWER**

(mean)

**1.5%**

**HIGHER**

(median)

**Pay quartiles**

How many men and women are in each quarter of the employer's payroll.

Top quartile

**71.2%**

**MEN**

**28.8%**

**WOMEN**

Upper middle quartile

**61.5%**

**MEN**

**38.5%**

**WOMEN**

Lower middle quartile

**56.7%**

**MEN**

**43.3%**

**WOMEN**

Lower quartile

**79%**

**MEN**

**21%**

**WOMEN**

## Women's bonus pay is

**37.6%**

**LOWER**

(mean)

**13.1%**

**LOWER**

(median)

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## Who received bonus pay

**8.6%**

**OF MEN**

**19.6%**

**OF WOMEN**

I confirm that this statement is true and to the best of my knowledge and belief.

Alun Phennah  
Senior Vice President and General Manager EMEA  
Wesco Aircraft EMEA Limited