

1Life

Gender Pay Gap Reporting April 2022 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2022) %	Difference Median bonus GPG (12 months prior to 5th April 2022) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
4.0	-8.5	85.7	50.0	66.7	33.3	28.6	71.4	Quartile 1
						52.4	47.6	Quartile 2
						26.2	73.8	Quartile 3
						37.8	62.2	Quartile 4

WFL

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29.0	7.7	-437.5	-375.0	20.0	80.0	29.4	70.6	Quartile 1
						52.9	47.1	Quartile 2
						50.0	50.0	Quartile 3
						57.6	42.4	Quartile 4

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Gender Pay Gap Reporting April 2020 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2020) %	Difference Median bonus GPG (12 months prior to 5th April 2020) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
-2.3	-47.8	72.6	66.5	11.7	9.1	22.2	77.8	Quartile 1
						55.6	44.4	Quartile 2
						33.3	66.7	Quartile 3
						70.0	30.0	Quartile 4

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Gender Pay Gap Reporting April 2020 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2020) %	Difference Median bonus GPG (12 months prior to 5th April 2020) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
34.6	22.6	-44.9	61.7	15.0	10.8	100.0	0.0	Quartile 1
						100.0	0.0	Quartile 2
						100.0	0.0	Quartile 3
						100.0	0.0	Quartile 4

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Gender Pay Gap Reporting April 2021 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2021) %	Difference Median bonus GPG (12 months prior to 5th April 2021) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
6.1	-35.3	55.5	-100	69.2	30.8	58.3	41.7	Quartile 1
						34.8	65.2	Quartile 2
						34.8	65.2	Quartile 3
						47.8	52.2	Quartile 4

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Gender Pay Gap Reporting April 2021 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2021) %	Difference Median bonus GPG (12 months prior to 5th April 2021) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
17.6	9.1	-1.9	13.8	37.5	62.5	33.3	66.7	Quartile 1
						41.7	58.3	Quartile 2
						58.3	41.7	Quartile 3
						63.6	36.4	Quartile 4