## 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 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

	Gender Pay Gap Reporting April 2022 - Calculated Data										
			Difference Median	Proportion of			Proportion of				
Difference	Difference	Difference Mean bonus	bonus GPG (12 months	males receiving	Proportion of	Proportion of	females in				
Mean GPG	Median	GPG (12 months prior to	prior to 5th April	bonus payment	females receiving	males in quartile	quartile pay				
(%)	GPG (%)	5th April 2022) %	2022) %	%	bonus payment %	pay band %	band %	Notes			
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			

## 1Life

	Gender Pay Gap Reporting April 2020 - Calculated Data									
			Difference Median	Proportion of			Proportion of			
Difference	Difference	Difference Mean bonus	bonus GPG (12 months	males receiving	Proportion of	Proportion of	females in			
Mean GPG	Median	GPG (12 months prior to	prior to 5th April	bonus payment	females receiving	males in quartile	quartile pay			
(%)	GPG (%)	5th April 2020) %	2020) %	%	bonus payment %	pay band %	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		

WFL

Gender Pay Gap Reporting April 2020 - Calculated Data									
Mean GPG		Difference Mean bonus GPG (12 months prior to	'	bonus payment	females receiving	Proportion of males in quartile	Proportion of females in quartile pay		
(%)	GPG (%)	5th April 2020) %	2020) %	%	bonus payment %	pay band %	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	

## 1Life

	Gender Pay Gap Reporting April 2021 - Calculated Data									
			Difference Median	Proportion of			Proportion of			
Difference	Difference	Difference Mean bonus	bonus GPG (12 months	males receiving	Proportion of	Proportion of	females in			
Mean GPG	Median	GPG (12 months prior to	prior to 5th April	bonus payment	females receiving	males in quartile	quartile pay			
(%)	GPG (%)	5th April 2021) %	2021) %	%	bonus payment %	pay band %	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		

WFL

	Gender Pay Gap Reporting April 2021 - Calculated Data									
			Difference Median	Proportion of			Proportion of			
Difference	Difference	Difference Mean bonus	bonus GPG (12 months	males receiving	Proportion of	Proportion of	females in			
Mean GPG	Median	GPG (12 months prior to	prior to 5th April	bonus payment	females receiving	males in quartile	quartile pay			
(%)	GPG (%)	5th April 2021) %	2021) %	%	bonus payment %	pay band %	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		