

## GENDER PAY GAP 2023: FRAGOMEN LLP

Quartile	Male%	Female%
Upper	29%	71%
Upper Middle	24%	76%
Lower Middle	32%	68%
Lower	29%	71%

Salary	
Mean Gender Pay Gap	5.0%
Median Gender Pay Gap	-4.5%

Bonus Pay	
% of men with bonus	66.8%
% of women with bonus	64.8%
Mean Gender Pay Gap - Bonus	-2.5%
Median Gender Pay Gap - Bonus	15.8%