GENDER PAY GAP REPORT 2018
## PAY AND BONUS GAP

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>2017</th>
<th>2018</th>
<th>YoY</th>
<th>Mean</th>
<th>2017</th>
<th>2018</th>
<th>YoY</th>
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</thead>
<tbody>
<tr>
<td>Difference in aggregate levels of total pay for men and women</td>
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<tr>
<td>Hourly pay*</td>
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<tr>
<td></td>
<td>19.4%</td>
<td>18.4%</td>
<td>-5%</td>
<td></td>
<td>24.4%</td>
<td>22%</td>
<td>-9.8%</td>
<td></td>
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<tr>
<td>Bonus**</td>
<td>28.3%</td>
<td>26.1%</td>
<td>-7.8%</td>
<td></td>
<td>37.9%</td>
<td>37.4%</td>
<td>-1.3%</td>
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</tr>
</tbody>
</table>

## PAY QUARTILES

How many men and women are in each quarter of the FT’s payroll.

**Top quartile:**
- 68% men
- 32% women

**Upper middle quartile:**
- 59% men
- 41% women

**Lower middle quartile:**
- 46% men
- 54% women

**Lower quartile:**
- 39% men
- 61% women

## PROPORTION OF COLLEAGUES WHO RECEIVED BONUS PAY:

- **88%** of men
- **86%** of women

I confirm the data in this report is accurate.

John Ridding
CEO, Financial Times

*The FT used payroll data from 5 April 2017-5 April 2018 to calculate the gender pay gap. Only full or part-time employees in receipt of full pay on this date were included. Anyone on statutory maternity pay or unpaid leave, for instance, was excluded from the data in line with the regulations.

**The bonus pay gap was calculated using payroll data for qualifying bonus payments from 5 April 2017-5 April 2018. This figure does not take into account pro rata payments.