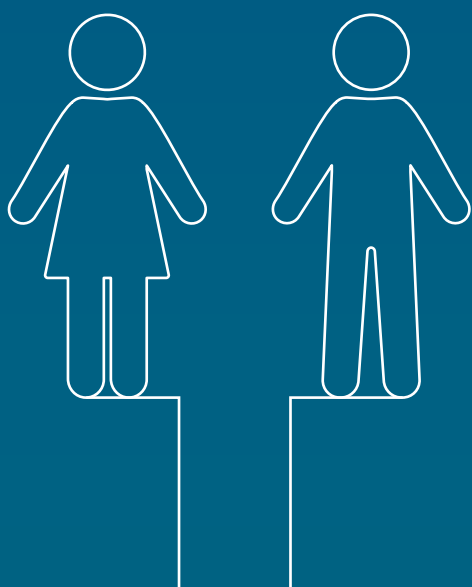


# THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



# OVERVIEW

Since April 2017, a total of 250,000 people have been vaccinated against COVID-19. The number of people vaccinated has increased significantly since the start of the vaccination campaign. The number of people vaccinated is expected to reach 500,000 by the end of the year.



# GENDER PAY GAP - THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

1 | Gender equality 2022

2022	2021 * (percentage)	
mean	1.1% (5.47% ▼)	
median	1.1% (9.63% ▼)	
mean	2.2% (7.43% ▼)	
median	20.00% (15.00% ▼)	
	3.3% (8.68%)	
	4.4% (8.72%)	

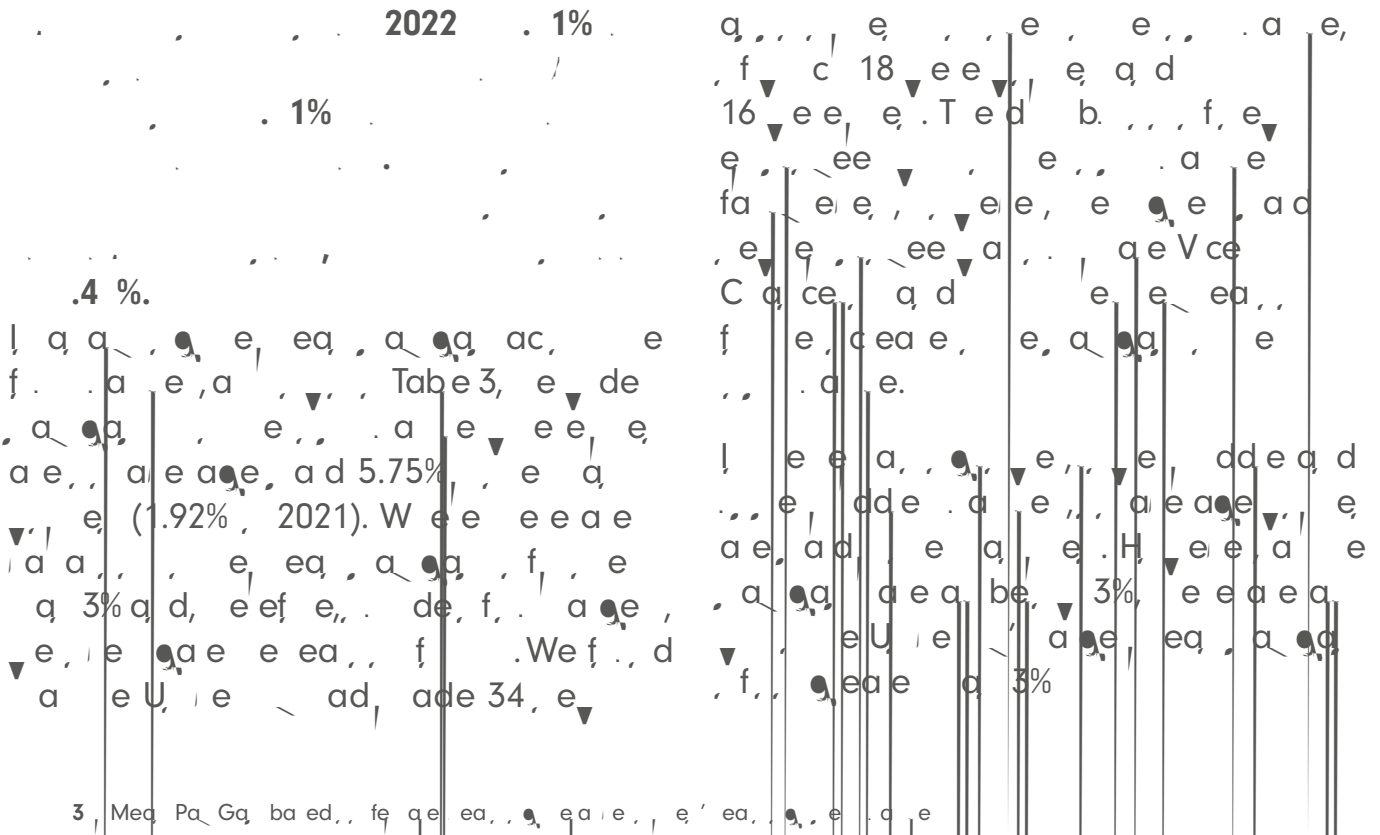
\* Figures are based on 2021 gender equality data, based on the 2021 gender equality data.

Note: The percentage change is calculated as the difference between the 2022 and 2021 figures, divided by the 2021 figure, multiplied by 100.



# THE PROPORTION

# OUR DATA: THE MEAN PAY GAP



	2022	2021	2020	2019	2018	2017
Board of Directors	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%
Executive Officers	1.4%	1.4%	1.4%	1.4%	1.4%	1.4%
Senior Management	1.54%	2.26%	2.84%	3.55%	0.78%	1.36%
Middle Management	1.00%	0.52%	1.81%	1.01%	2.40%	1.88%
All Employees	5.75%	1.92%	5.97%	5.81%	10.19%	11.60%



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	2022	2021	2020	201	201	201
	4.1 %	. %	3.31%	3.08%	0.15%	2.91%
	2.3 %	4.00%	4.80%	5.42%	2.84%	3.94%
	0. %	0. %	2.31%	0.77%	3.33%	4.74%
	0.4 %	2. %	4.37%	4.78%	2.41%	2.28%



# OUR DATA: THE BONUS GAP

The U.S. average bonus for executives is 26.67% (7.43%, 2021) compared to the average bonus for executives in the U.S. is 20.00% (15.00%, 2021). The average bonus for executives in the U.S. is 20.00% (15.00%, 2021). The average bonus for executives in the U.S. is 20.00% (15.00%, 2021).

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# OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

The UK's gender pay gap has widened since 2017, with the average gender pay gap for FTSE 100 companies rising from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gender pay gap for FTSE 100 companies has been narrowing since 2013. The increase in the gender pay gap is primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gender pay gap for FTSE 100 companies has been narrowing since 2013. The increase in the gender pay gap is primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 14.7% in 2017 to 15.1% in 2018.

Our Gender Pay Gap Report for 2017, published in March 2018, showed a gender pay gap of 14.7%. This was a significant increase from 13.1% in 2016. The increase was primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 13.1% in 2016 to 14.7% in 2017.

# PROGRESS WITH FOUR KEY METRICS

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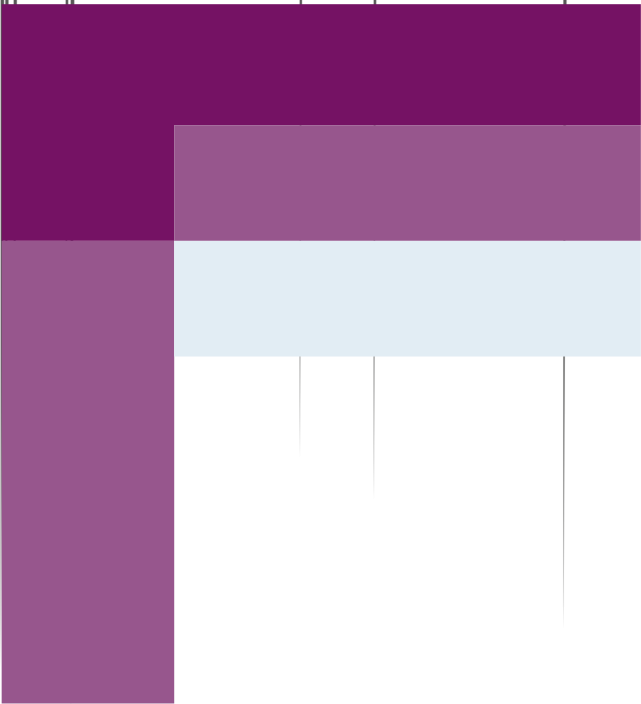
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