

# GENDER PAY GAP REPORT



## Russell Investments Limited

2018 to 2020 gender pay gap data (UK-based employees)

HOURLY RATE	2018	2019	2020
Difference in mean hourly rate of pay	20.3%	22.1%	18.4%
Difference in median hourly rate of pay	29.4%	30.6%	16.6%

BONUS PAY	2018		2019		2020	
	Male	Female	Male	Female	Male	Female
Percentage of employees who received bonus pay	100%	100%	100%	100%	100%	100%
Difference in mean bonus pay	41.5%		58.6%		46.2	
Difference in median bonus pay	52.6%		42.3%		18.7	

EMPLOYEES BY PAY QUARTILE	2018		2019		2020	
	Male	Female	Male	Female	Male	Female
Upper quartile	81%	19%	83%	17%	79%	21%
Upper middle-quartile	64%	36%	68%	32%	64%	36%
Lower middle-quartile	62%	38%	63%	37%	54%	46%
Lower quartile	53%	47%	54%	46%	51%	49%