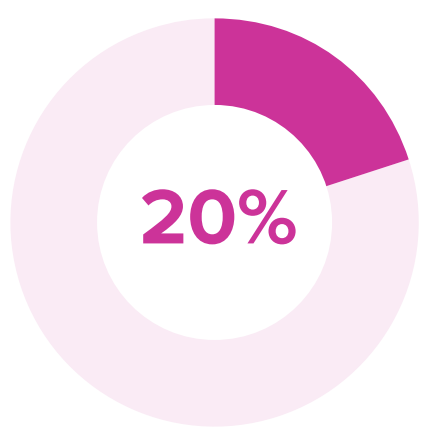
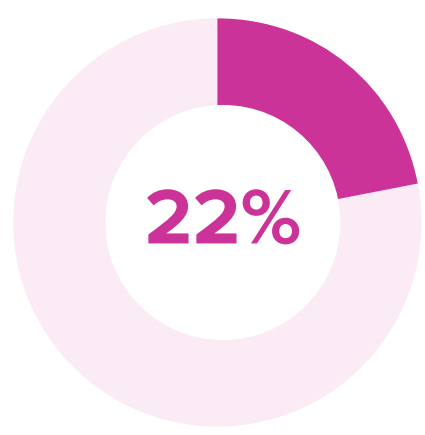


GENDER PAY GAP

Six Degrees
Snapshot FY20



Our **mean gender pay gap** in FY20 was 20%, up from 18% the previous year.

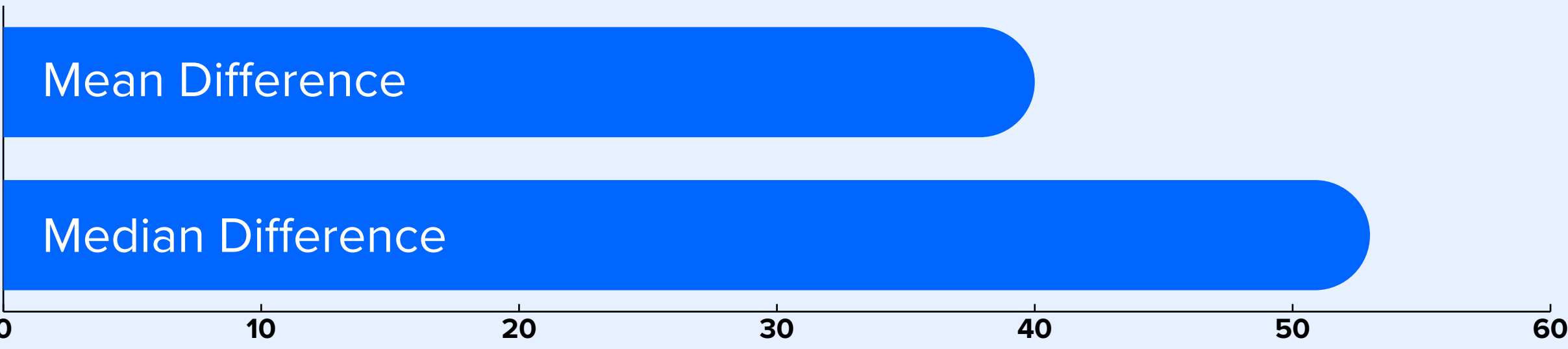


Our **median pay gap** remained consistent with the previous year at 22%.

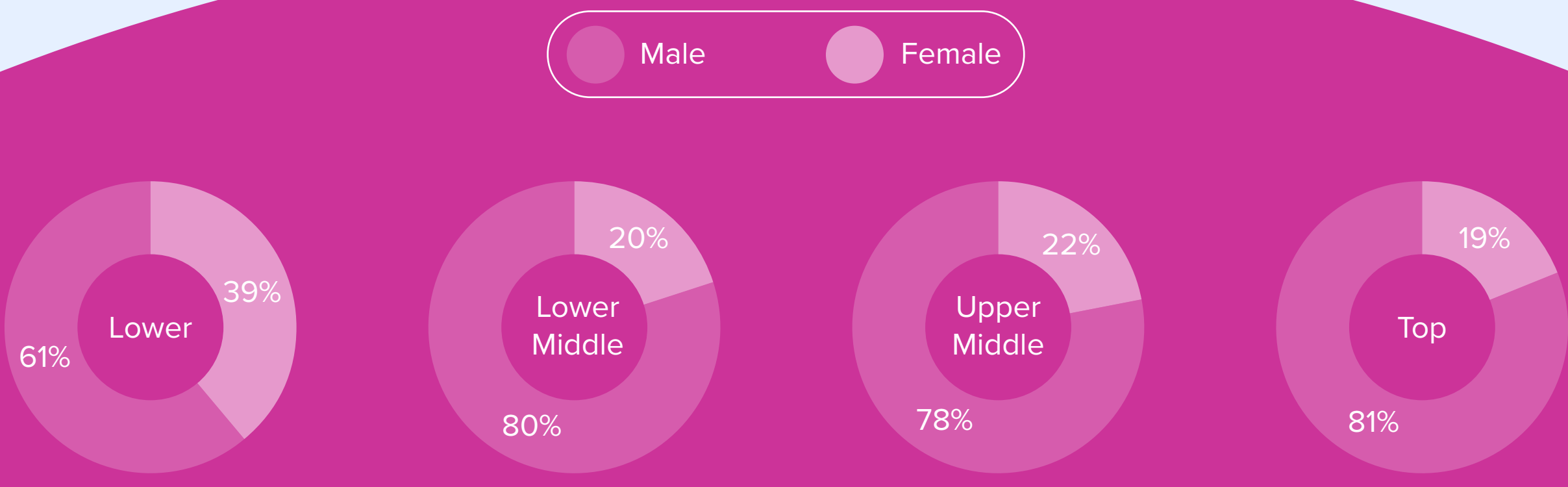


31% of our new starters during FY20 were females.

We operate a range of bonus and commission schemes. The mean and median differences between male and female bonus and commission earnings in FY20 were **40%** and **53%** respectively.



The proportion of employees receiving a bonus decreased overall in FY20 (23% of males and 17% of females) compared to the previous year.



In FY20 we saw an increase in the lower middle, upper middle and top quartiles. In particular, female representation in the top quartile increased, and 38% of our females were in the top two quartiles.