

## Oxford Archaeology Ltd GENDER PAY GAP

The Gender Pay Gap results to April 2020 are as follows:

| OA Headline Figure | 2017 |        |
|--------------------|------|--------|
|                    | Mean | Median |
| Gender Pay Gap     | 5.2% | 0.0%   |
| Gender Bonus Gap   | N/A  | N/A    |

|                  | 2018 |        |
|------------------|------|--------|
|                  | Mean | Median |
| Gender Pay Gap   | 7.1% | 4.8%   |
| Gender Bonus Gap | N/A  | N/A    |

|                  | 2019 |        |
|------------------|------|--------|
|                  | Mean | Median |
| Gender Pay Gap   | 7.4% | 7.1%   |
| Gender Bonus Gap | N/A  | N/A    |

|                  | 2020 |        |
|------------------|------|--------|
|                  | Mean | Median |
| Gender Pay Gap   | 6.5% | 8.3%   |
| Gender Bonus Gap | N/A  | N/A    |

| Pay Quartile | Male | Female |
|--------------|------|--------|
| Upper        | 63%  | 37%    |
| Upper Middle | 64%  | 36%    |
| Lower Middle | 62%  | 38%    |
| Lower        | 51%  | 49%    |

| Pay Quartile | Male | Female |
|--------------|------|--------|
| Upper        | 64%  | 36%    |
| Upper Middle | 54%  | 46%    |
| Lower Middle | 59%  | 42%    |
| Lower        | 48%  | 52%    |

| Pay Quartile | Male | Female |
|--------------|------|--------|
| Upper        | 64%  | 36%    |
| Upper Middle | 58%  | 42%    |
| Lower Middle | 51%  | 49%    |
| Lower        | 48%  | 52%    |

| Pay Quartile | Male | Female |
|--------------|------|--------|
| Upper        | 63%  | 37%    |
| Upper Middle | 56%  | 44%    |
| Lower Middle | 53%  | 47%    |
| Lower        | 47%  | 53%    |

| Detail Analysis   |      |        |
|-------------------|------|--------|
| Gender Pay Gap by | Mean | Median |
| Senior Management | -9%  | -2%    |
| Management        | 5%   | 0%     |
| Technicians       | 1%   | 1%     |

| Detail Analysis         |       |        |
|-------------------------|-------|--------|
| Gender Pay Gap by Grade | Mean  | Median |
| Senior Management       | -9.1% | -2.3%  |
| Management              | 6.9%  | 2.4%   |
| Technicians             | 0.4%  | 0.0%   |

| Detail Analysis         |       |        |
|-------------------------|-------|--------|
| Gender Pay Gap by Grade | Mean  | Median |
| Senior Management       | -4.7% | -3.2%  |
| Management              | 5.8%  | 4.4%   |
| Technicians             | -0.7% | 0.0%   |

| Detail Analysis         |       |        |
|-------------------------|-------|--------|
| Gender Pay Gap by Grade | Mean  | Median |
| Senior Management       | -4.7% | -3.2%  |
| Management              | 4.1%  | 0.0%   |
| Technicians             | -0.8% | 0.0%   |

|              | 2017 |        |
|--------------|------|--------|
| Pay Quartile | Male | Female |
| Upper        | 63%  | 37%    |
| Upper Middle | 64%  | 36%    |
| Lower Middle | 62%  | 38%    |
| Lower        | 51%  | 49%    |

|              | 2018 |        |
|--------------|------|--------|
| Pay Quartile | Male | Female |
| Upper        | 64%  | 36%    |
| Upper Middle | 54%  | 46%    |
| Lower Middle | 59%  | 42%    |
| Lower        | 48%  | 52%    |

|              | 2019 |        |
|--------------|------|--------|
| Pay Quartile | Male | Female |
| Upper        | 64%  | 36%    |
| Upper Middle | 58%  | 42%    |
| Lower Middle | 51%  | 49%    |
| Lower        | 48%  | 52%    |

|              | 2020 |        |
|--------------|------|--------|
| Pay Quartile | Male | Female |
| Upper        | 63%  | 37%    |
| Upper Middle | 56%  | 44%    |
| Lower Middle | 53%  | 47%    |
| Lower        | 47%  | 53%    |

Commentary on the 2019 and 2020 results will follow.