

Area	Chatsworth House Trust	Chatsworth Estate Trading Ltd	Chatsworth Settlement Trustees	Devonshire Hotels and Restaurant Group Ltd
Mean Gender Pay Gap	9.67%	12.87%	23.19%	10.49%
Median Gender Pay Gap	5.56%	9.46%	7.52%	0.24%
Mean Bonus Gender Pay Gap	0%	0%	33.30%	75.73%
Median Bonus Gender Pay Gap	0%	0%	23.08%	54.17%
Proportion of Males Receiving a Bonus Payment	0%	0%	7.22%	11.11%
Proportion of Females Receiving a Bonus Payment	0%	0%	5.10%	19.70%

Quartile Splits	2020		2020		2020		2020	
	Male	Female	Male	Female	Male	Female	Male	Female
Lower Quartile	30.99%	69.01%	30.67%	69.33%	55.81%	44.19%	42.59%	57.41%
Lower Middle Quartile	30.99%	69.01%	17.33%	82.67%	39.53%	60.47%	46.30%	53.70%
Upper Middle Quartile	32.86%	67.14%	30.67%	69.33%	50.00%	50.00%	44.44%	55.56%
Upper Quartile	48.57%	51.43%	45.95%	54.05%	59.52%	40.48%	56.60%	43.40%