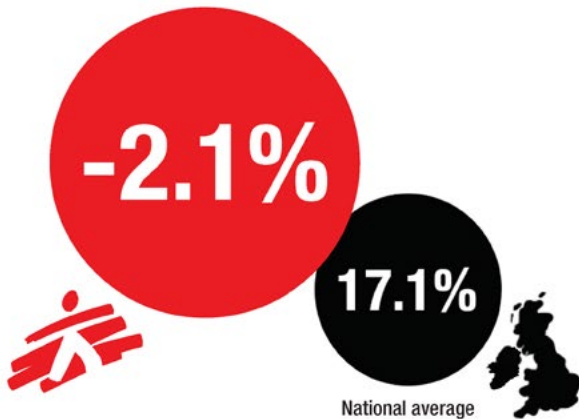


MSF UK/IE GENDER PAY GAP

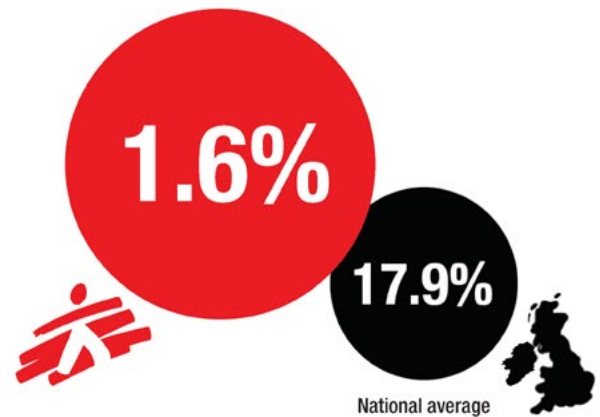
Snapshot data: 5th April 2019

MSF is a leading international independent medical relief organisation, dedicated to providing expert medical services to vulnerable populations at times of conflict or disaster. Gender equality is a fundamental human right which MSF is committed to reflecting in its operations both internally and externally. Below are some highlights from our Gender Pay Gap Report.

MEAN GENDER PAY GAP



MEDIAN GENDER PAY GAP



Mean figure: the difference between the average of men's and women's pay.
Median figure: the difference between the midpoints in the ranges of men's and women's pay.

Of our relevant staff, **63% are female** and 37% are male.

