



From 2017 onwards, UK organisations employing 250 or more employees are required to report their Gender Pay Gap. The Gender Pay Gap shows the difference between the earnings of all men and all women across an organisation. This is different to equal pay which focuses on a man or a woman receiving the same pay for carrying out the same or equivalent work.

As at April 2025, it was reported by the Office of National Statistics that women earn 12.8% less than men in the UK. Our data for the year 2024/2025 shows that we have a Gender Pay Gap of 6.0% (median). This gap is driven in part by the distribution of women and men across pay quartiles, with men still more likely to be in the highest paid roles and women more likely to be in some lower paid roles. However, overall representation has improved versus the 2023/2024 reporting year.

Our median bonus gap is 19.4%. Our bonus targets increase with seniority, and the bonus gap is therefore influenced by a higher proportion of men in senior roles. A slightly higher proportion of women than men received a bonus in the year. More information on the makeup of our pay quartiles by gender is available in our 2024–2025 Gender Pay Gap report available [here](#).

Our Leadership Team are fully committed to continuing to foster an environment where pay is fair and free of bias. Chief among these commitments is to calibrate talent robustly on the basis of performance and hold fast on our commitment to flexible working practices that support the needs of all people who make up our workforce.

Rose Maskell
HR Director UK & Ireland

