



# Gender Pay Gap Reporting- April 2023

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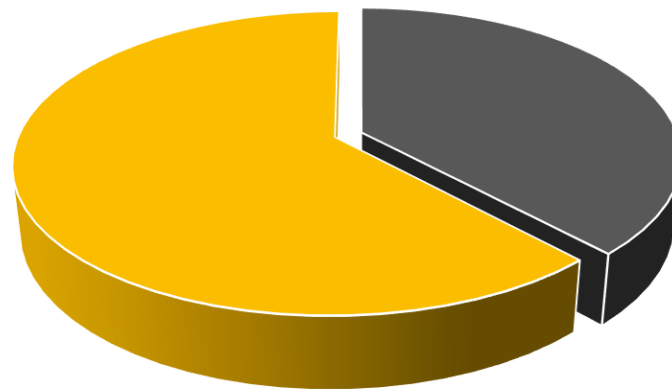


# Gender Pay Gap Reporting 23

As of 5 April 2023, Addison Lee was a Group made up of 3 trading companies, each under the threshold for mandatory reporting. However, in order to review our position as a group the data has been reviewed and analysed.

Only 'full-pay relevant employees' as of 5 April 2024 are included in the analysis of the pay as opposed to bonus where all employees are considered over the past 12 months prior to that date.

Composition split of the employees included for pay in this report on the snapshot date is 62% male and 38% female. This is a rise of 2% in female population compared to 2022.



■ Female % ■ Male %

# Gender Pay Gap Reporting 23 - Summary

## Gender Pay Gap

- The mean pay for men was 23% higher than that of women – a **reduction** of 9% since April 2022.
- The median pay for men was 28% higher than that of women – **zero reduction** since April 2022.

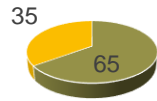
## Gender Bonus Gap (including commission)

- Using the mean average, men earned 57% more in bonus pay than women – a **reduction** of 25% since April 2022.
- Using the median average, men earned 64% more in bonus pay than women – a **reduction** of 27% since April.

# Gender Pay Gap Reporting 23 – Pay breakdown

Proportion of Males and Females in each pay quartile on the snapshot date of 5 April 2023

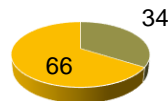
Lower Quartile



■ Female % ■ Male %

\*2022: M= 60%, F= 40%

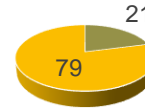
Lower Middle Quartile



■ Female % ■ Male %

2022: M= 50%, F= 50%

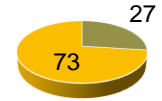
Upper Middle Quartile



■ Female % ■ Male %

2022: M= 64%, F= 36%

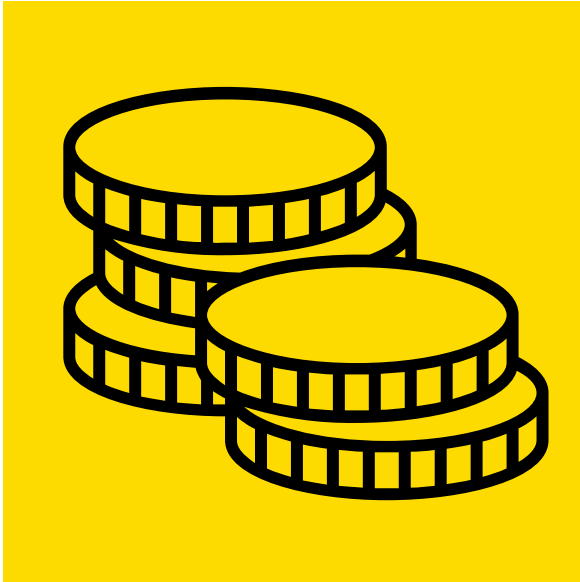
Upper Quartile



■ Female % ■ Male %

2022: M= 81%, F= 19%

# Gender Pay Gap Reporting 23 - Bonus



- **50% of the business received a bonus in the 12 months leading up to the snapshot date of 5 April 2023 – an increase of 30% since April 2022.**
- 37% of them were female and 63% were male.
- **50% of the business did not receive a bonus**
- 46% of them were female and 54% were male
- **54% of total male headcount received a bonus in the 12 months leading up to the snapshot date compared with 45% of total female headcount**