



Gender Pay Gap Reporting- April 2024

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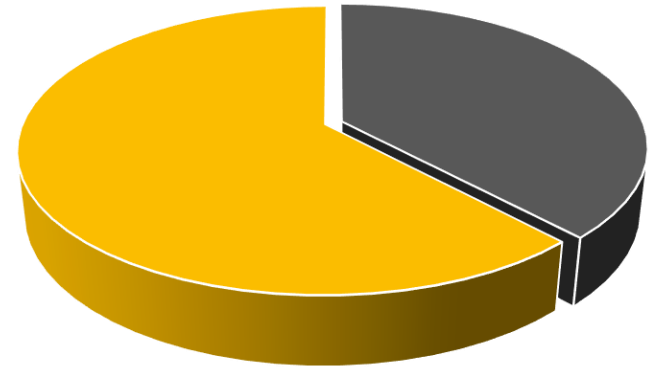


Gender Pay Gap Reporting 24

As of 5 April 2024, Addison Lee was a Group made up of 5 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 – no change since 2023.



■ Female % ■ Male %

Please note this data reflects ALL, ALS and CCL employees only, due to Brunel and GTC payrolls running separately.

Gender Pay Gap Reporting 24 – Summary

Gender Pay Gap

- The mean pay for men was 23% higher than that of women – **zero reduction** since April 2023.
- The median pay for men was 20% higher than that of women – a **reduction** of 8% from April 2023.

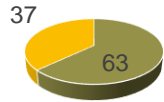
Gender Bonus Gap (including commission)

- Using the mean average, men earned 50% more in bonus pay than women – a **reduction** of 7% from April 2023.
- Using the median average, men earned 63% more in bonus pay than women – a **reduction** of 1% from April 2023.

Gender Pay Gap Reporting 24 – Pay breakdown

Proportion of Males and Females in each pay quartile on the snapshot date of 5 April 2024

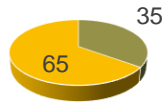
Lower Quartile



■ Female % ■ Male %

2023: M= 35%, F= 65%

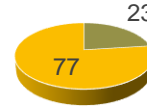
Lower Middle Quartile



■ Female % ■ Male %

2023: M= 34%, F 66%

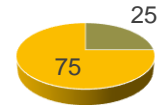
Upper Middle Quartile



■ Female % ■ Male %

2023: M= 79%, F= 21%

Upper Quartile



■ Female % ■ Male %

2023: M= 73%, F= 27%

Gender Pay Gap Reporting 24 – Bonus



- **69% of the business received a bonus in the 12 months prior to 5 April 2024 – an increase of 19% from 2023.**
- 39% of them were female and 61% were male – an increase of 2% for female population since 2023
- **31% of the business did not receive a bonus**
- 40% of them were female and 60% were male – a reduction of 6% for our female population since 2023.
- **70% of total male and 69% of total female headcount received a bonus in the 12 months prior to the snapshot date – an increase of 24% for our female population and 16% for our male population.**