ZEGO

Gender Pay Gap Report 2025



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What is Gender Pay Gap?

What is Gender Pay Gap?

The gender pay gap is a measure of the difference in the mean and median pay of men and women, regardless of the nature of their work, across our UK organisation.

The gender pay gap does not measure equal pay. Equal pay relates to what women and men are paid for the same or similar jobs or work of equal value

In the UK, it has been illegal to pay women and men unequally for 50 years. We review our pay practices to safeguard that issues with equal pay are not encountered



Legislative reminder

All UK companies with 250 employees or more on 5 April 2024 are required to report the following gender pay data by **5 April 2025**:

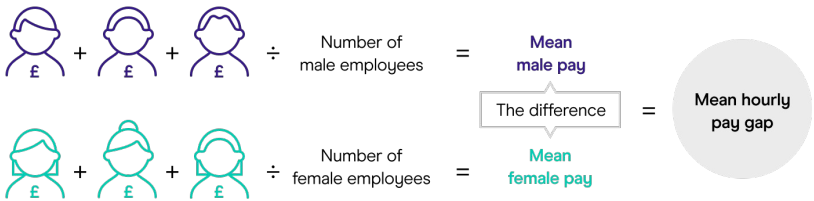
- The **difference in mean and median pay** between male and female employees (based on hourly rates of pay as of 5 April 2024)
- The **difference in mean and median bonus pay** between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2024)
- The **difference in mean and median bonus pay** between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2024)
- The proportion of male and female employees across four **proportional pay bands**

We must publish our data on the Gov.uk website and host the report on our external and internal website by 5 April 2025

Understanding The Stats

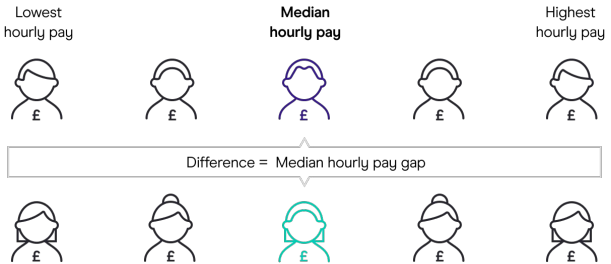
What is the mean?

The mean is the average of all the numbers in a set. It is calculated by adding all of the numbers together then dividing by how many numbers in total there are.



What is the median?

The median is the middle of a sorted list of numbers. It is calculated by placing all of the numbers in a value-order and finding the middle.



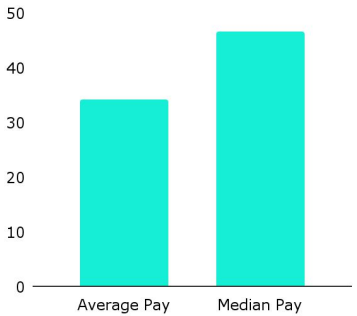
The Results

The Results

Mean & median pay gap

Women earn **66p for every £1** that men earn when comparing mean pay.

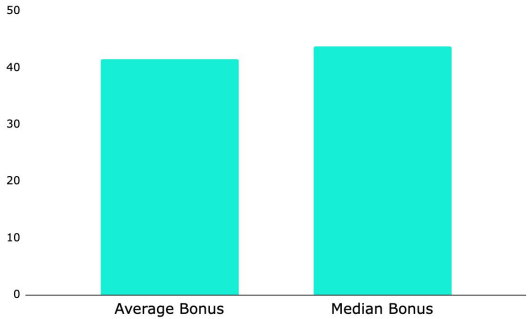
This is 7p less than our reported ratio in 2023.



Mean & median bonus gap

Women earn **59p for every £1** that men earn when comparing mean bonus pay. This is 19p less than our reported ratio in 2023.

Although, **67% of women** received a bonus in 12 months to March 2023 compared with **50% of men.**

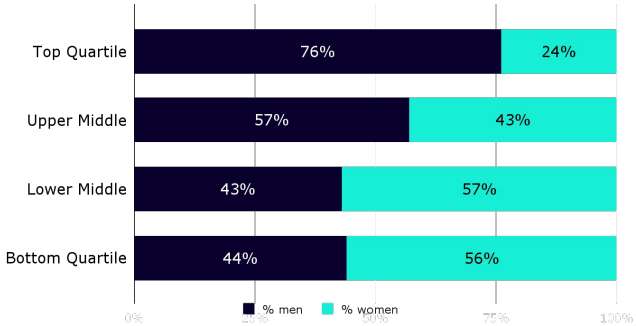


Pay Quartiles

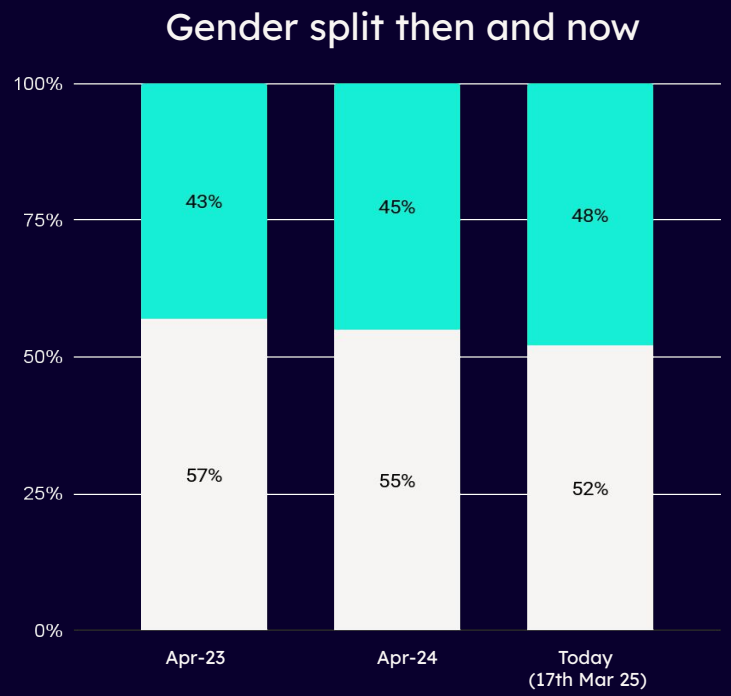
Women occupy **24% of the highest** paid jobs and **56%** of the lowest paid.

For our highest paid jobs, this is 6% less than our reported ratio in 2023.

For our lowest paid jobs, this is 7% more than our reported ratio in 2023.

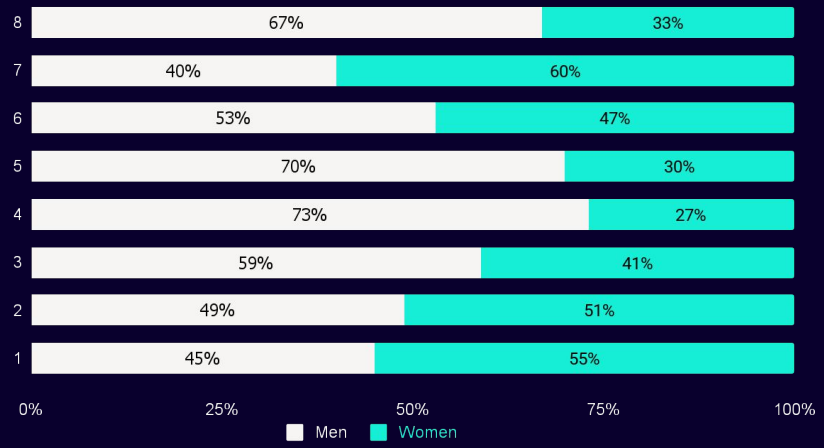


We have 3% more women in our workforce as at 17th March 2025, compared to April 2024.

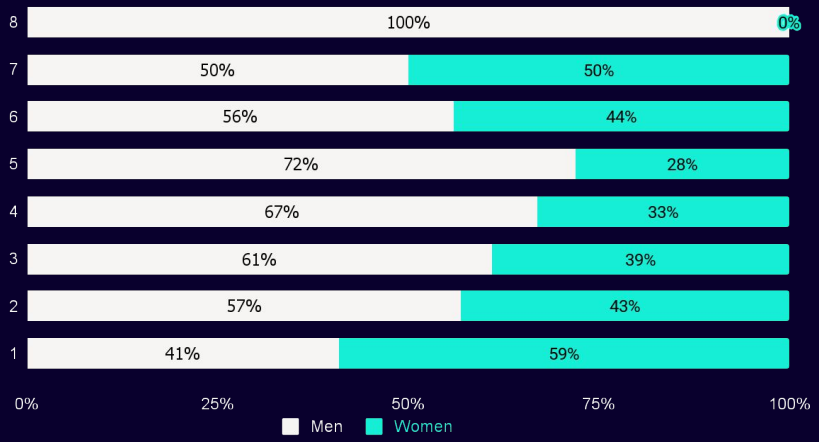


What does our UK team look like today?

Gender split by Job Level
2023 vs 2024



2023



2024

The Narrative

Zego’s 2024 Gender Pay Gap Report

At Zego, we are committed to fostering an inclusive workplace where everyone can thrive. Transparency in our pay practices is a key part of this commitment, and this report outlines our April 2024 Gender Pay Gap data, highlighting both our progress and areas for improvement.

Understanding our Gender Pay Gap

Our gender pay gap continues to be influenced by differences in pay across functions and representation at senior levels. Higher-paying engineering and technology roles remain male-dominated, while women are more represented in entry-level positions. Encouragingly, our Executive Leadership Team remains balanced at 50% women, and our Director-level population is stable at 56% men and 44% women. However, men continue to hold around 70% of roles at Levels 4 and 5, similar to last year.

Our 2024 Results

- Mean Pay Gap: 34%
- Median Pay Gap: 47%
- Mean Bonus Gap: 41%
- Median Bonus Gap: 44% (***a 12% improvement in favour of women***)

These figures are based on April 2024 pay data and are fully disclosed in this report.

Our Commitment to Progress

We remain focused on removing barriers for women to enter and progress within Zego, ensuring equitable opportunities across all functions. To drive real change, we are refining our approach with a clear, measurable action plan for 2025, designed to create lasting and meaningful impact.

We recognise there is still work to do, and we are committed to making Zego a place where talent thrives—regardless of gender.

Action to Address the Gender Pay Gap

To close the gender pay gap, we are committed to implementing the following measures



Enhancing Recruitment Processes

Continue to ensure a diverse candidate pool and unbiased selection processes to promote gender balance across all levels.



Career Development Programs

Providing mentorship and leadership development opportunities targeted at underrepresented groups to support career progression to promote internal mobility of those pools in our lower skilled roles.



Flexible Working Arrangements

Promoting flexible working options to accommodate diverse needs and retain talent.



Reviewing Bonus Structures

Assessing and adjusting bonus criteria to ensure fairness and transparency in reward distribution at all levels

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The Conclusion

Closing Narrative

Achieving true gender balance will take time, but we are confident that the initiatives we have introduced alongside our renewed focus for 2025, will drive meaningful and lasting change. Addressing the gender pay gap is an important part of this journey, but we recognise that fostering an inclusive and equitable culture goes beyond the numbers.

We remain committed to creating an environment where everyone, regardless of gender, has the opportunity to thrive, progress, and succeed at Zego.

I confirm the gender pay gap data in this report is accurate.

Caroline Scott
Vice President, People



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