



# UK Gender Pay Gap

## Report 2025





## The gender pay gap legislation

All employers in the UK with 250 or more employees are required to annually report on the gender pay gap of their UK employees.

The data in this report is based on Iress' 371 UK employees as of 5 April 2025.

The information that must be reported is:

- The mean and median hourly gender pay gap
- The annual bonus gap, including the difference between the proportion of men and women receiving bonuses
- The proportion of men and women in each of the employer's lower, lower middle, upper middle and upper quartile pay bands

## The difference between the gender pay gap and equal pay

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. According to the legislation set out in the Equality Act 2010, Iress is confident it does not have any equal pay issues.

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

**Julia Millington**  
Chief People Officer

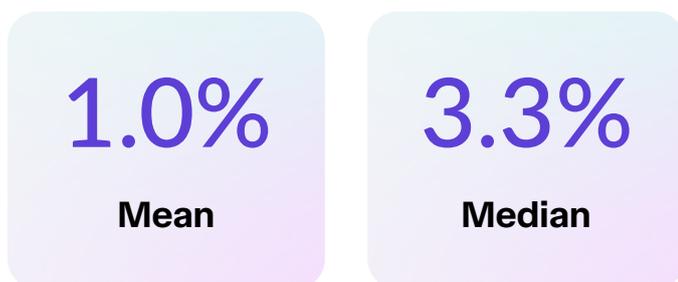
# Our data



## Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

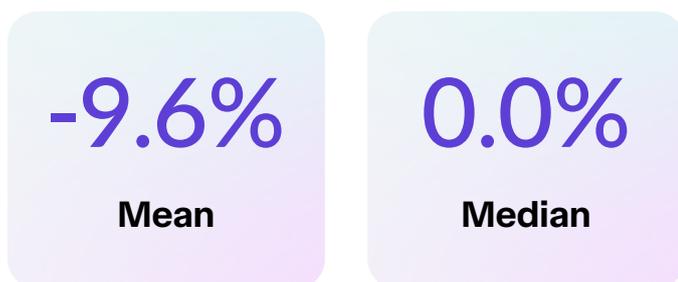
The median gender pay gap shows the difference in the midpoints of the range of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.



## Mean and median gender bonus gap

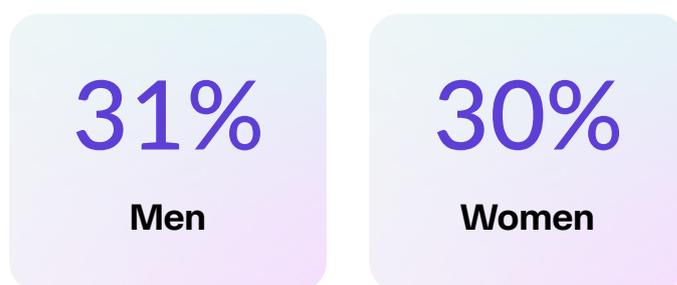
The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay (cash and/or shares) received by men and women.



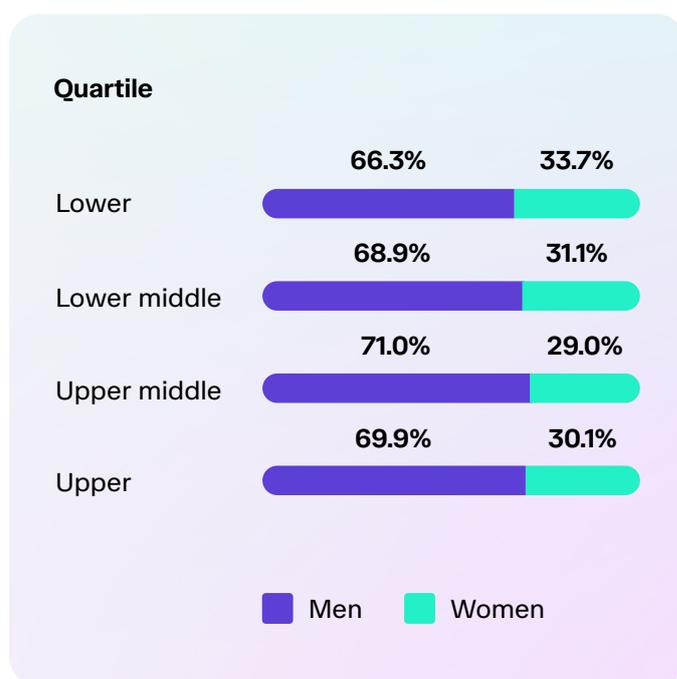
## Proportion of men and women receiving a bonus

This is the percentage of men and women who received bonus pay (cash and/or shares) in the 12 months leading up to the snapshot date of 5 April 2025.



## Proportion of men and women by pay quartile

This is the percentage of men and women in the quartile pay bands.





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As a global business, we recognise and celebrate our diversity; it's a strength that makes us inclusive and cohesive.”

**Julia Millington**  
Chief People Officer

