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# GIST LIMITED

GENDER PAY  
GAP REPORT 2024/25

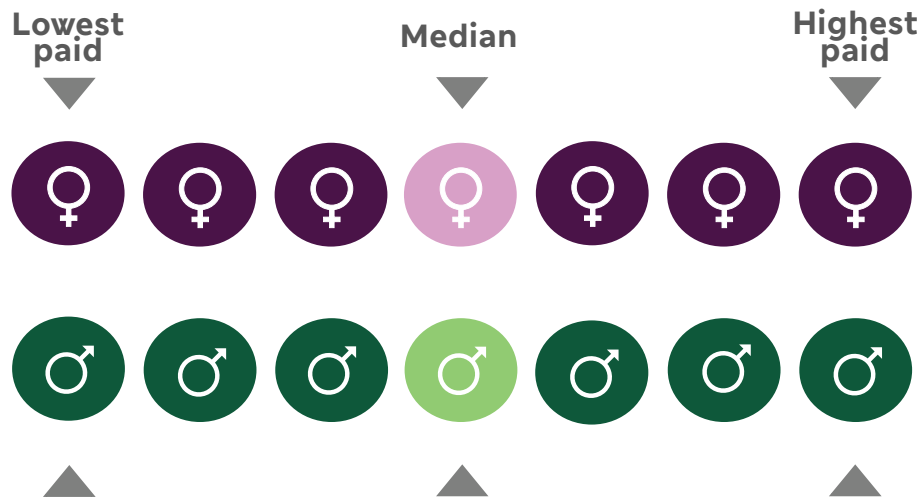
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# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage.

## MEDIAN (MIDPOINT) CALCULATION



The median is the figure that falls in the middle of a range when the wages are ordered from smallest to largest. The median pay gap is calculated by taking the difference between the employee in the middle of the range of male wages and the middle employee of the female wages, expressed as a percentage.

## MEAN (AVERAGE) CALCULATION



The mean is calculated by adding up the values of all employees' wages and dividing that figure by the total number of employees.

The mean pay gap is calculated by taking the difference between men's mean pay and women's mean pay, expressed as a percentage.

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# GENDER PAY GAP

## AT A GLANCE

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**MEAN PAY GAP**  
THE MEAN GAP FOR GIST  
HAS DECREASED BY 0.4% TO...

**7.2%**

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**MEDIAN PAY GAP**  
THE MEDIAN GAP FOR GIST  
HAS DECREASED BY 1.1% TO...

**12.6%**

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**MEAN BONUS GAP**  
THE MEAN GENDER BONUS  
HAS DECREASED BY 2% TO...

**9.7%**

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**MEDIAN BONUS GAP**  
THE MEDIAN BONUS GAP FOR GIST  
HAS DECREASED BY 22.7% TO...

**8.2%**

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THE PROPORTION OF  
FEMALE EMPLOYEES IN GIST  
RECEIVING A BONUS HAS  
INCREASED BY 4.9% TO...

**79.7%**

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THE PROPORTION OF  
MALE EMPLOYEES IN GIST  
RECEIVING A BONUS HAS  
INCREASED BY 0.7% TO...

**86.5%**



# PAY QUANTILES

## BY GENDER



Quartile	Males	Females	Who is included in this band?
<b>Upper Quartile</b>	90.8% -0.5% YoY	9.2% +0.5% YoY	All colleagues whose standard hourly rate is within the upper quartile
<b>Upper Middle Quartile</b>	88.7% -0.5% YoY	11.3% +0.5% YoY	All colleagues whose standard hourly rate is more than the median but the same or less than the upper quartile
<b>Lower Middle Quartile</b>	84.8% +0.9% YoY	15.2% -0.9% YoY	All colleagues whose standard hourly rate is more than the lower quartile but the same or less than the median
<b>Lower Quartile</b>	75.6% -2.5% YoY	24.4% +2.5% YoY	All colleagues whose standard hourly rate is within the lower quartile

**TABLE 1: PAY QUANTILES BY GENDER**

This table shows our workforce divided into four equal-sized groups based on hourly pay rate.

A quartile is one of four equally-sized groups created when you divide a selection of numbers that are in ascending order into four. The Lower Quartile includes the lowest-paid 25% of colleagues and the Upper Quartile covers the highest-paid 25%.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



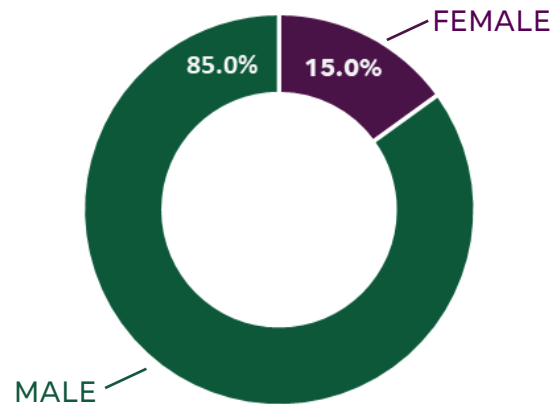
# UNDERSTANDING THE GAP

The Gender Pay Gap at Gist is shaped by various factors, from workforce composition to limited representation in key roles and fields. The following insights provide a look at some of those influences.

## PAY GAP

- Gist's workforce is predominantly male, with women making up just 15% of the total workforce.
- 41% of all female employees are concentrated in the Lower Quartile of the pay structure.
- Senior positions are held primarily by men, with an 80% male / 20% female split.
- A greater proportion of women hold part-time roles compared to men.

## THE WORKFORCE



## BONUS GAP

- The value of bonuses received by females increased more significantly than male bonuses year on year, helping to close the median pay gap.
- This improvement was supported by a 10% increase in the number of females receiving a bonus.
- The mean pay gap remains as there are still more males in senior positions with higher bonus potential.



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# KEY OBSERVATIONS

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Understanding and addressing our pay gaps is a critical step in fostering a fair and inclusive culture at Gist. While we have seen some positive changes in these gaps, we remain dedicated to further reducing them.

## **Ensure pay parity across recruitment, secondments, and promotions**

We will benchmark pay both internally and against the market to ensure competitive, equitable compensation throughout all stages of career progression.

## **Increase female representation in senior roles**

By implementing targeted recruitment and promotion strategies, we can support and accelerate the progression of women into senior leadership positions, ensuring a more diverse leadership team.

## **Make flexible working equally accessible to all employees**

We must ensure that flexible working arrangements are just as relevant and available to male employees as they are to female colleagues, promoting equal opportunities for work-life balance across the board.

## **Improve representation of women through all level of roles**

Targeted recruitment, career development and mentoring will help attract and retain women in underrepresented fields such as Transport and IT, driving long-term pay equity and workforce balance.



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# OUR COMMITMENTS

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- We will continue to conduct regular pay and benefit audits and evaluate job roles and pay grades to ensure fairness.
- We will focus on diversity and inclusion within our business and closely consider the impact of any policy or structural changes on gender diversity.
- We will continue to review our policies and support mechanisms across our network.
- We will seek to further understand potential barriers to females entering our workforce or taking positions within higher graded and paid roles.

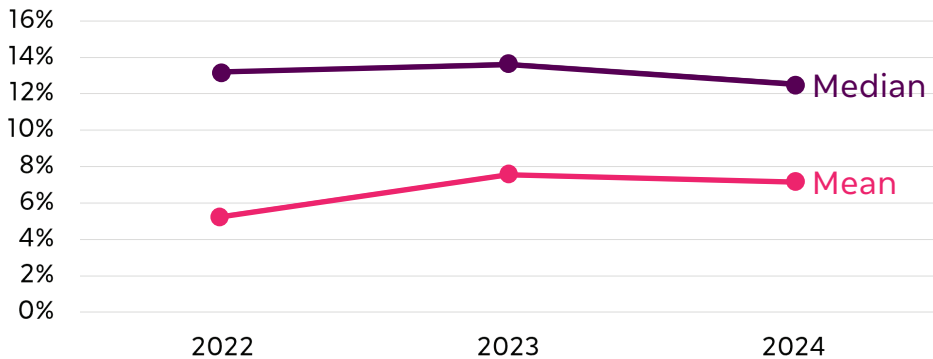
We are committed to fulfilling these commitments and will regularly review them to ensure progress.



# HISTORICAL DATA

	2022	2023	2024	2022	2023	2024
	<b>Median</b>			<b>Mean</b>		
<b>Pay Gap</b>	13.2%	13.6%	<b>12.6%</b>	5.3%	7.5%	<b>7.2%</b>
<b>Bonus Gap</b>	36.2%	30.9%	<b>8.2%</b>	14.5%	11.7%	<b>9.7%</b>
	<b>Men</b>			<b>Women</b>		
<b>% of employees receiving a bonus</b>	84.4%	85.8%	<b>86.5%</b>	75.4%	74.8%	<b>79.7%</b>
<b>% of employees in each pay quartile</b>	<b>Men</b>			<b>Women</b>		
<b>Upper</b>	87.6%	91.3%	<b>90.8%</b>	12.4%	8.7%	<b>9.2%</b>
<b>Upper Middle</b>	90.3%	89.2%	<b>88.7%</b>	9.7%	10.8%	<b>11.3%</b>
<b>Lower Middle</b>	81.8%	83.8%	<b>84.8%</b>	18.2%	16.2%	<b>15.2%</b>
<b>Lower</b>	77.8%	78.1%	<b>75.6%</b>	22.2%	21.9%	<b>24.4%</b>

**TABLE 2:** OVERVIEW OF HISTORICAL MEDIAN & MEAN PAY GAP.



**CHART 1:** GIST GENDER PAY GAP TRENDS





# GIST LIMITED

## GENDER PAY GAP REPORT 2024/25

The figures disclosed within relate to a snapshot on 5th April 2024 (pay) and in the 12 months up to 5th April 2024 (bonus).

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