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# Gender

wage gap

2025/2026



# Introduction &

## Overview

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### Regulatory requirement

Since 2025, organizations with more than 150 employees must present data on the gender pay gap annually. The CCG oversees pay equity.

2

### Core values

Equity, diversity, and inclusion are fundamental. We prioritize opportunities for all and maintain a vibrant and inclusive community.

3

### Transparent approach

We rigorously follow the government's reporting methodology. This ensures accurate and consistent measurement of gender pay gaps.





# Understanding the gender pay gap

## What does it measure?

Gender pay reports examine the earnings of men and women in an organization. They compare average hourly wages and analyze distribution patterns.

## Our approach

We carry out periodic audits to verify compliance with equal pay

## Legal compliance

Gender pay reporting legislation was introduced in 2017, and CCG has been compliant with the reporting since then.

## Is it different from the equal pay?

Equal pay guarantees that men and women who do the same job receive the same remuneration. CCG uses evaluation systems positions to meet equality commitments wage.







## Our gender pay

## and

**11.8%**

### Average gap

An increase of 9.24%  
in 2023. Based on salary  
male average of £17.64  
compared to that of women.  
salary of £15.56.

**19.9%**

### METR<sup>ETHN</sup> median gap

Up from 16.3% in 2023.  
Calculation above the median  
male wage of £17.14  
verse female salary  
from £13.73.



**65.28%**

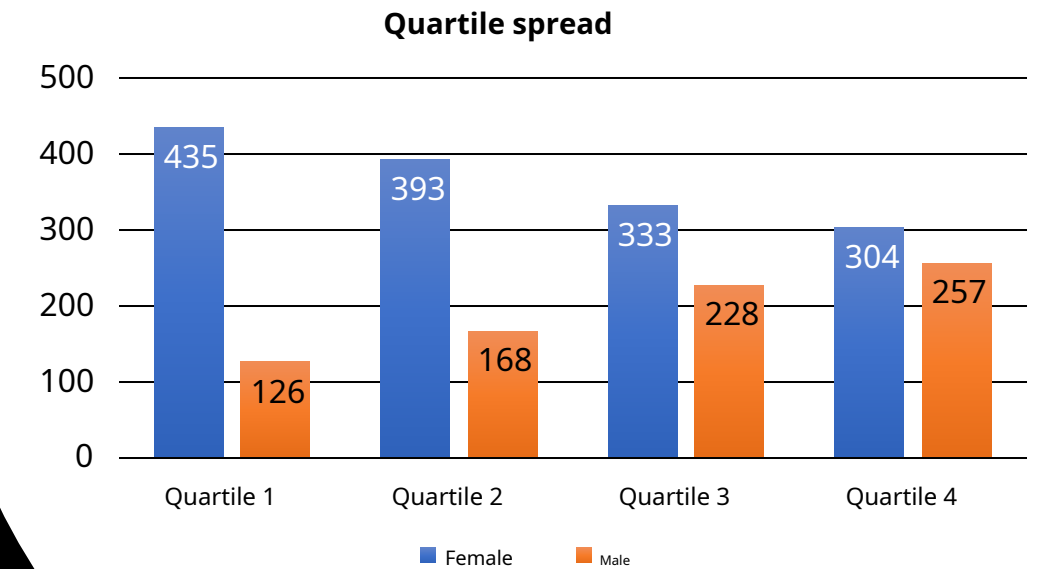
### Female workforce

Women represent almost  
two-thirds of our strength  
total labor in all  
salary levels.



# Salary distribution

Pastern	Female %	Male %	Total number of employees
Lower quartile (1)	77.54% (435)	22.46% (126)	561
Lower middle part (2)	70.05% (393)	29.95% (168)	561
Upper middle part (3)	59.36% (333)	40.64% (228)	561
Upper quartile (4)	54.19% (304)	45.81% (257)	561
Totals	65.28% (1465)	34.72% (779)	2244



Salary distribution  
the calculations divide everything  
Salaries are divided into four  
equal quartiles. The first quartile  
represents the lowest wages.  
paid employees while  
The fourth quartile contains  
The highest paid.



# Analysis and evaluation n comparative

## Marc to verification codes

1

### Change of distribution

Women represent 65.28% of our organization, but they represent the 77.5% of the 1st quartile. This overrepresentation has increased from 71.32% last year.

3

### with industrial extract

The gap d and demographic (19.9%) is higher than the average of the Rein and United (13.1%). The majority of the institutions maintain gaps below 20%.

2

### Stable quartile 4

Quartile 4 remains unchanged from Last year, 55% were women and 45% men. This demonstrates the consistency in our Demographics of leadership.

4

### Prmade ogress

We are expanding our talent pool, we improved salary structures and we gave the benefits to the employees. appealing to all genders.







# Action plans

## Data improvement

We will be expanding our reporting to include full-time versus full-time analysis. part-time. This will allow us to better understand the wage gap.

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## Reports on ethnicity

Implement salary reporting based on ethnicity, in accordance with the government guidelines. This expands our equality monitoring.

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## EDI Implementation

Implement our ambitious Equality, Diversity, and Inclusion plan. You can find more information on our website.

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## Professional development

Improve succession planning, training, and mentoring. This ensures that advancement opportunities are fair and impartial.

