

Gender Pay Gap Report 2024/2025

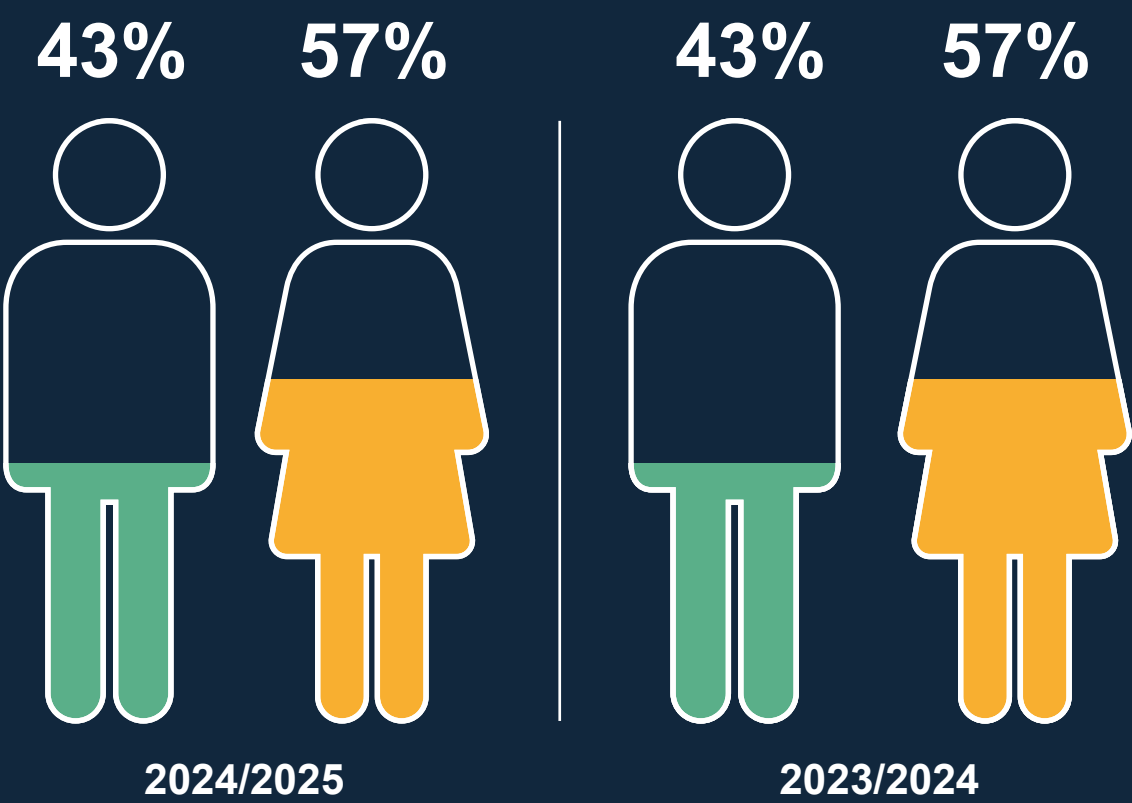


Gender Pay Gap Result 2024/2025

The following information is based on hourly rates of pay on the 5th April 2024 and bonuses paid across the year to the 5th April 2024.

Workforce Split

In the last year, Connect employed 43% men and 57% women, the same as 2023/2024.



Gender Pay Gap

The gender pay gap, reduced year on year: for female colleagues by 0.66% from 14.79% to 14.13%. The bonus pay gap also reduced year on year: for female colleagues by 10.17% from 39.27% to 29.10% and median bonus reduced from 60.00% to 0.00%.

Differences between Male and Female	2024/2025 Results		2023/2024 Results	
	Mean	Median	Mean	Median
Female Hourly Rate of Pay	14.13% (lower)	7.98% (lower)	14.79% (lower)	7.88% (lower)
Female Bonuses	29.10% (lower)	0.00% (same)	39.27% (lower)	60.00% (lower)

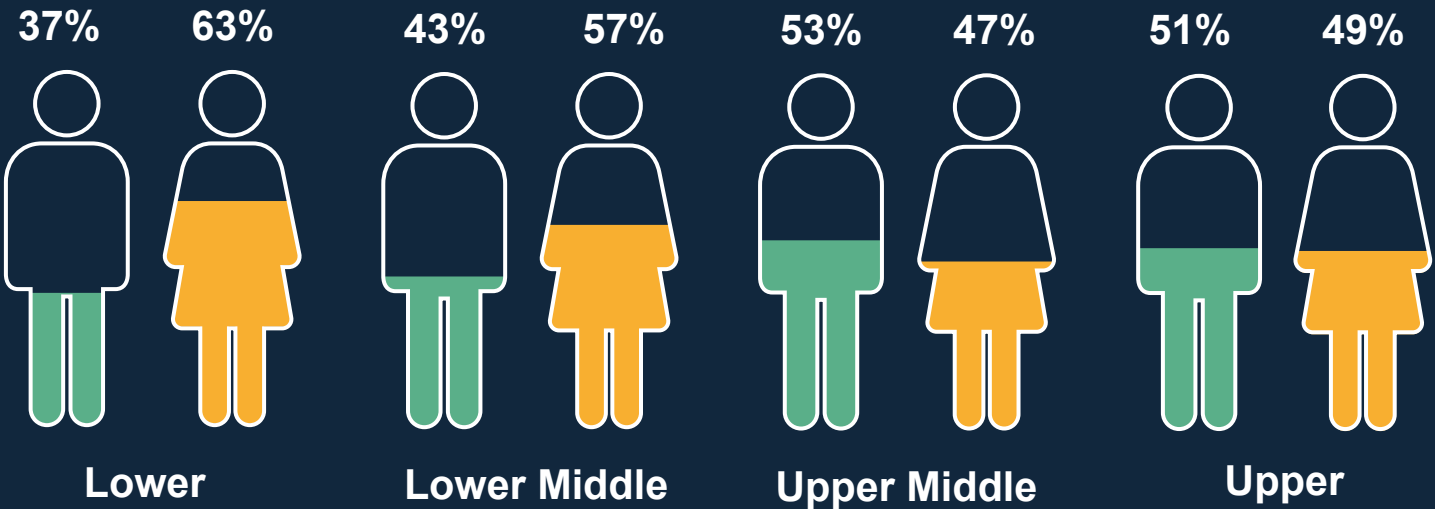
We continue to make progress across the pay quartiles with positive reductions in the gender pay gap in the hourly rate of pay and bonuses.

Highlights

- In the lower quartile, the mean pay gap has reduced to 0.25% (improved from 0.87% 2023/24).
- In the lower middle quartile, the mean pay gap improved to 1.63% higher (from 5.73% lower) and the median to 0.00% (improved from 3.22% 2023/24).
- The median pay gap in the upper quartile reduced to 7.77% (improved from 9.26% 2023/24).

Differences between Male and Female	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Gap	0.25% (lower)	1.63% (higher)	1.12% (lower)	17.79% (lower)
Median Gap	3.34% (lower)	0.00% (same)	1.95% (lower)	7.77% (lower)

Men/Women Split by Pay Quartiles



Bonuses

27% of men received a bonus (increase from 7%) and 23% of women (increase from 8%). Bonuses were paid for recruitment incentives and annual performance reviews. The mean pay gap was 29.1%, reduced from 39.3%, the median pay gap was 0.0% reduced from 32.5%.

Summary and Action Plan

We continue to improve our gender pay and bonus pay gap through our job families and access to bonus incentives.

Going forward we will continue to benchmark pay rates, and actively monitor our job families and pay bands to further improve the gender pay gap.

I confirm the published information in relation to the gender pay gap is accurate.

A handwritten signature in white ink on a dark blue background. The signature is stylized and appears to read 'B. Robson'.

Signed Becky Robson, Chief People Officer

