



**Gender Pay Gap Reporting
April 2025 Reporting**



Our gender pay data has been collected according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information in this report has been calculated using the pay data for 752 colleagues and covers the 12 months prior to April 2024.

Creating an environment where all our colleagues are recognised for their contribution to CitySprint and can share in our success is a fundamental part of our corporate strategy.

I can confirm CitySprint's gender pay gap calculations are accurate and meet the requirements of the regulations.



Jon Stockton, CEO



Jon, Group CEO

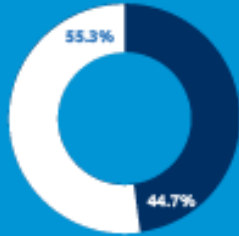
Analysis

Percentage of men and women in each quartile (based on hourly rate)
Snapshot Date - 5th April 2024

Upper hourly paid quartile



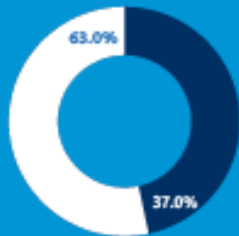
Upper middle hourly paid quartile



Lower middle hourly paid quartile



Lower hourly paid quartile



Mean pay gap

Mean is the average number and in this case identifies the average % between men and women



Median gender pay gap

Median is the half way number and in this case identifies the middle % pay gap between men and women



Median gender bonus gap



Mean gender bonus gap



Colleagues who received a bonus

% of men and women who were paid a bonus including commission



% of men and women out of the total

Total count
251

