

# Maxi Zoo

## Gender Pay Gap Report 2023



### What is the gender pay gap?

It is the difference between the gross hourly earnings for all men, and the gross hourly earnings for all women.

Not to be confused with equal pay, which is men and women being paid the same for the same work.

69%



31%



32% of male employees received a bonus.  
68% of female employees received a bonus.

### What we need to do:

- Ensure a continued pipeline of female talent joining Maxi Zoo and progressing into more senior roles.
- Build on the support and momentum achieved to date from all stakeholders.
- Maintain a gender pay gap between +3% and -3%.
- Develop our people's capability around having effective career and development conversations.
- Share our stories of success to encourage others.

Full-time hourly



Mean

5.7%

Part-time hourly



0.3%

Bonus



51%

Median

1.30%

0.65%

83%