

Maxi Zoo

Gender Pay Gap Report 2024



32%

68%

What we need to do:

- Ensure a continued pipeline of female talent joining Maxi Zoo and further supporting their progression into more senior roles.
- Aim to achieve a gender pay gap between +3% and -3%.
- Develop our people's capability through further learning and development and facilitating frequent career and development conversations.
- Continue to share our stories of success to encourage others.

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.



FT Hourly



Mean **7.8%**
Median **2.25%**

PT Hourly



Mean **0.1%**
Median **1.09%**

Bonus



Mean **63%**
Median **16%**