

Maxi Zoo

Gender Pay Gap Report 2025



33%

67%

What we need to do:

- Continue to develop and expand on internal Talent and Development Programmes.
- Increase the number of women in senior positions through succession planning and development.
- Work towards a gender pay gap between +3% and -3%.
- Monitor pay and bonus outcomes annually to ensure fairness and transparency.

Our analysis shows that the primary drivers of our gender pay gap are the under-representation of women in senior roles and the higher proportion of women in part-time positions.

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 **8.7%**
Median **4.47%**

PT Hourly



Mean **1.3%**
Median **0.11%**

Bonus



Mean **22%**
Median **16%**