

# 2025 UK Gender Pay Gap Report



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Our gender pay gap results show that ALS has a broadly balanced pay position between men and women across the organisation.

**The mean gender pay gap is 2%**, which means that, on average, women's hourly pay is slightly lower than men's across the business. However, the median gender pay gap is 0%, showing that when looking at the midpoint of pay distribution, men and women are paid equally. This indicates that overall pay practices are generally balanced and that the mean gap is likely influenced by the distribution of roles rather than differences in pay for like work.

In relation to bonus pay, **the mean bonus gap is 48% and the median bonus gap is 21%**. This shows that bonus outcomes are more variable than base pay and that, on average, men received higher bonus payments than women during the reporting period. The difference between the mean and median bonus gaps suggests that a relatively small number of higher bonus payments may be increasing the overall average.

Our pay quartile data shows a strong gender balance across all four quartiles:

- **Quartile 1:** 49.64% men / 50.24% women
- **Quartile 2:** 49.88% men / 50.12% women
- **Quartile 3:** 47.47% men / 52.53% women
- **Quartile 4:** 47.34% men / 52.66% women

This data demonstrates that women are well represented at every level of the organisation, including the upper pay quartiles, where women make up a slightly higher proportion of employees than men. This is a positive indicator that female representation is strong across the workforce and that there is no significant imbalance in the distribution of men and women by pay quartile.

Overall, these figures suggest that ALS **has a small gender pay gap in hourly pay, a zero median pay gap, and a more pronounced bonus gap.**

ALS remain committed to understanding the factors that influence these outcomes and to ensuring fair, equitable reward practices across the organisation.

