

# Gender Pay Gap Reporting April 2021



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 707 colleagues and covers the 12 months prior to April 2021. We're pleased to report that for 2021, both our median and mean gender pay gap have decreased.

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.

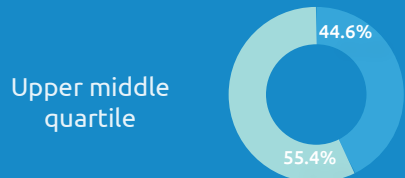
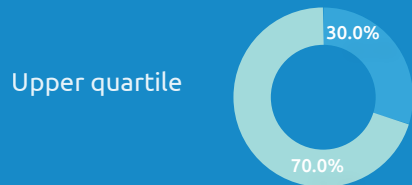
I can confirm CitySprint's gender pay gap calculations are accurate and meet the requirements of the regulations.



Gary West, CEO

# Analysis

Percentage of men and women in each quartile (based on hourly rate):

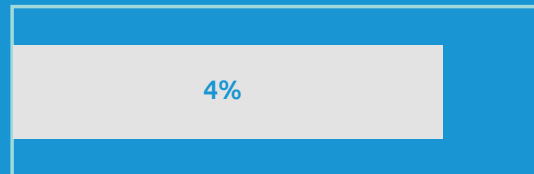


■ Men  
■ Women

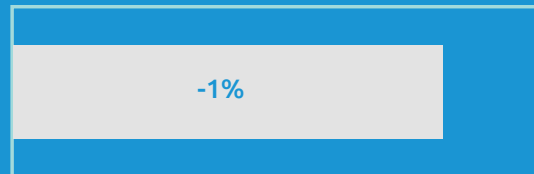
## Mean pay gap

Mean is the average number and in this instance identifies the average % pay gap between men and women.

### MEAN PAY GAP



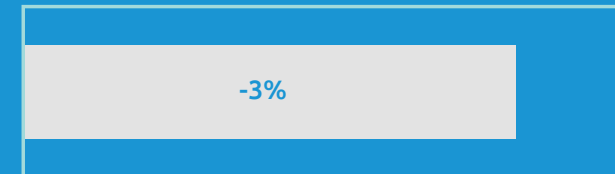
### MEAN BONUS GAP



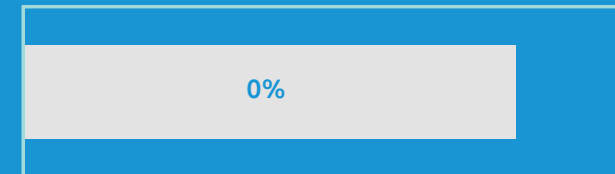
## Median pay gap

Median is the halfway number and in this instance identifies the middle % pay gap between men and women.

### MEDIAN PAY GAP



### MEDIAN BONUS GAP



## Colleagues who received a bonus (including commission)

% men and women who were paid a bonus

**707**

Employees



92.9%



95.3%



**452**

Men  
(63.9%)



**255**

Women  
(36.1%)