



Gender pay gap Report 2022



Introduction & Reporting Requirements



The gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

ZSL continues to be committed to a diverse workforce and enabling a culture of inclusion through our policies, procedures and working practices.

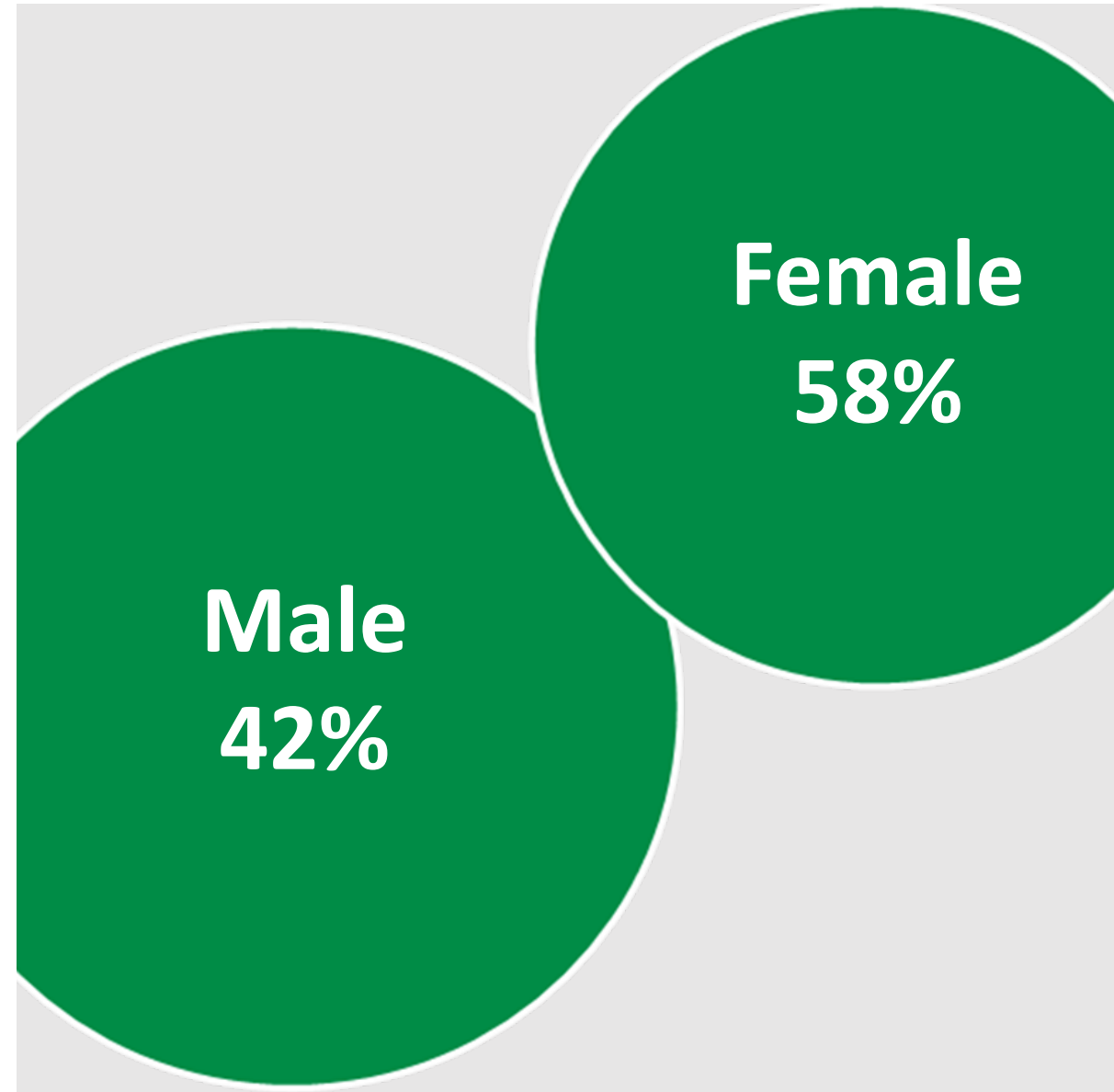
The results of our sixth gender pay gap report show that the overall gender pay gap remains at 0% and with a gender demographic as shown opposite.

This is another great result that underlines ZSL's steadfastness to gender equality.

In our first gender pay report, from March 2018, specific initiatives were set out to help close the gap and those action plans have had a real impact.

All UK-based staff employed by ZSL at the snapshot date, 05 April 2022 are included in the calculations.

The gender pay gap is different to equal pay: equal pay is about differences in the actual earnings of men and women doing equal work.



Gender Pay Gap at ZSL

This table shows the overall median and mean gender pay gap on hourly rates of pay as of the 5 April 2022 and the bonus gap, based on the average one-off payment amounts paid in November 2021, as these fall into the reporting year 6 April 2021 to 5 April 2022.

- ZSL's 2022 median gender pay gap is 0.0%

This is a real achievement for ZSL and compares very well to the UK median pay gap of 14.9% (source: Office for National Statistics, 2022).

- ZSL's 2022 median gender gap for bonus pay is 0.0%

This a great first result for ZSL: 2022 is the first time a gender gap for bonus pay is being reported due to the (non-consolidated) one-off payment paid to all UK employees in November 21.

	MEDIAN	MEAN
GENDER PAY GAP	0.0%	8.4%
GENDER BONUS GAP	0.0%	1.8%

Proportions of male and female in each pay quartile (based on hourly rates on 5 April 2022) 2021 figures are in brackets.

FEMALE

MALE

LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



There has been an increase of females in the lower quartile and a very minor decrease in the lower middle quartile. However, the percentage of females in the upper middle and upper quartiles has increased and is very consistent with the overall demographic of ZSL which is 58% female

As outlined on the next slide, work will need to continue to ensure this consistency at more senior levels remains in place.

Maintaining the Gap

This year's report shows another the overall gender pay gap of 0%

In addition to this, the gender gap for bonus pay is also 0%

To maintain this for the longer term, ZSL needs to continue with its commitment to inclusivity as reflected in the five key themes of the Diversity and Inclusion Action Plans shown opposite, with each one being led by members of ExCo, ZSL's Senior Leadership team.

The five key themes:

1. Leadership

Embed inclusive leadership across ZSL

2. Diversity in the Workforce

To create diversity within ZSL's workforce to increase innovation and problems solving with a range of diverse perspectives

3. Raising awareness/Education

To increase awareness on the issues and benefits of diversity, inclusion and belonging across ZSL

4. Accessibility

To ensure that programmes and initiatives across ZSL are accessible to all.

5. Inclusion & Belonging

To create an inclusive culture across the organisation and foster belonging -acknowledging, welcoming, and celebrating who we all are.