



Gender pay gap Report 2023



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.

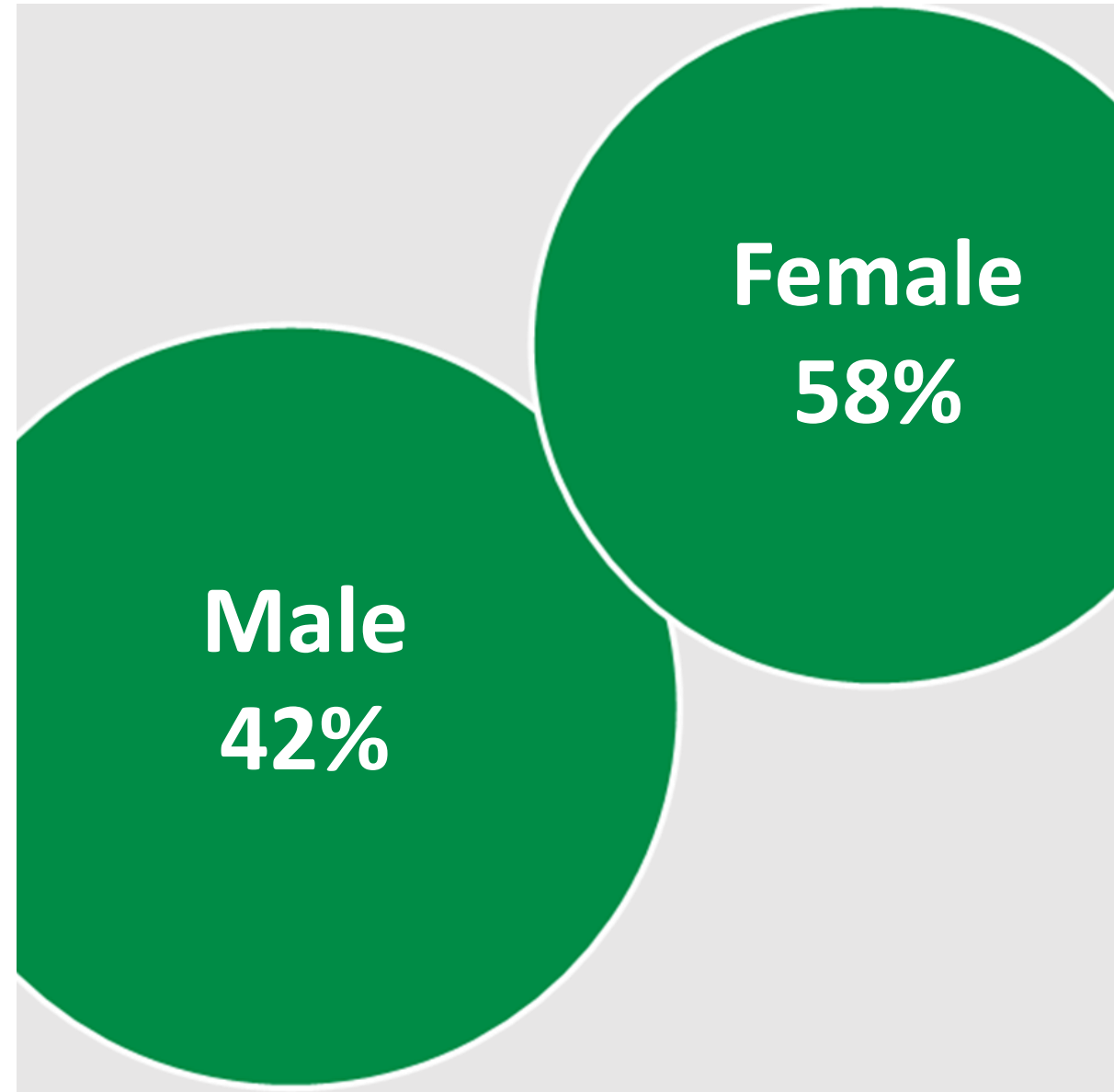
ZSL is committed to a diverse workforce and an enabling culture of inclusion through policies, procedures and working practices.

The findings of our seventh gender pay gap report continue to show an overall gender pay gap of 0% or below with a gender demographic as shown opposite.

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

All UK-based staff employed by ZSL at the snapshot date, 05 April 2023 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 2023 and the bonus gap, based on the average one-off payment amounts paid in June 2022 (for May 2022) as this falls into the reporting year 6 April 2022 to 5 April 2023.

- ZSL's 2023 median gender pay gap is -0.6%

This is another achievement for ZSL and is significantly below the UK median pay gap of 14.3% (source: Office for National Statistics, 2023).

- ZSL's 2023 median gender gap for bonus pay remains at 0.0%

This is a good result for ZSL: 2023 is only the second time a gender gap for bonus pay is being reported due to the (non-consolidated) one-off payment paid in June 2022 for May 2022.

	MEDIAN	MEAN
GENDER PAY GAP	-0.6%	7.7%
GENDER BONUS GAP	0.0%	7.2%

Proportions of male and female in each pay quartile (based on hourly rates on 5 April 2023) 2022 figures are in brackets.

FEMALE

MALE

LOWER QUARTILE

59.9% (58%)

40.1 (42%)

LOWER MIDDLE QUARTILE

56% (58.4%)

44% (41.6%)

UPPER MIDDLE QUARTILE

64.4% (64.8%)

35.6% (35.2%)

UPPER QUARTILE

52.1% (52.2%)

47.9% (47.8%)

There has been an increase of females in the lower quartile and a small decrease in the lower middle quartile. However, the increase in females in both the upper middle and upper quartiles from last year has been retained overall.

The action plans, as detailed on the next slide, will still need to be followed to ensure this progress at more senior levels continues.

Maintaining the Gap

This year's report shows another overall gender pay gap of 0% or below.

In addition to this, the gender gap for bonus pay remained at 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.

In 2024, we will be leading a review of our Diversity and Inclusion Action Plans and Strategy to inform the on-going themes needed.

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.