



Gender pay gap Report 2024



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.

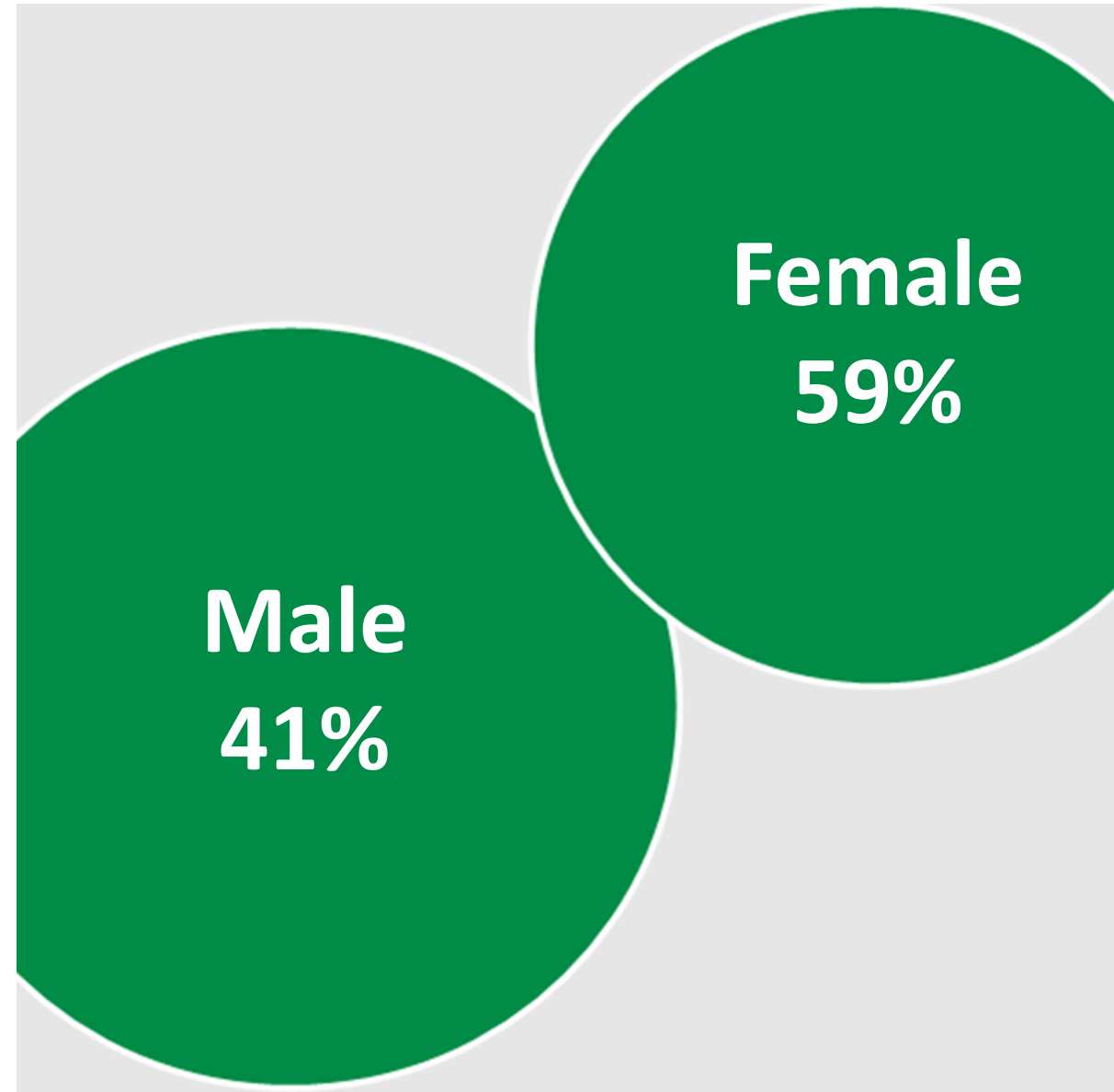
ZSL is committed to a diverse workforce and an enabling culture of inclusion through policies, procedures and working practices.

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 2024 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 2024 and the bonus gap, based on the long service awards from January 2024, as these fall into the reporting year 6 April 2023 to 5 April 2024.

- ZSL's 2024 median gender pay gap is -0.2%

This is another achievement for ZSL and is significantly below the UK median pay gap of 13.1% (source: Office for National Statistics (ONS), 2024).

The ONS reports on the median pay gap only so there are no similar comparators for the mean gender pay gap or gender bonus pay gaps.

- ZSL's 2024 median gender gap for bonus pay remains at 0.0%.

2024 is just the third time a gender gap for bonus pay has been reported and is the first time where monetary vouchers for long service awards have been included.

Due to the limited number of employees that receive long service awards, the results can be skewed. The most common long service voucher value is £100 for 10 years service, and this is reflected in the median gender bonus gap of 0%. Three higher value vouchers were issued to males for longer service, 25 years (£250), 40 years (£400) and 50 years (£500) creating the mean gender bonus gap of £46.9%.

	MEDIAN	UK AVERAGE (ONS)	MEAN
GENDER PAY GAP	-0.2%	13.1%	8.4%
GENDER BONUS GAP	0.0%	Not Available	46.9%

Proportions of male and female in each pay quartile (based on hourly rates on 5 April 2024) 2023 figures are in brackets.

FEMALE

MALE

LOWER QUARTILE

55.7% (59.9%)

44.3 (40.1%)

LOWER MIDDLE QUARTILE

56% (56%)

39.1% (44%)

UPPER MIDDLE QUARTILE

67.5% (64.4%)

32.5% (35.6%)

UPPER QUARTILE

53.4% (52.1%)

46.6% (47.9%)

There has been an increase of females in the upper middle quartile and upper quartile.

The action plans, as detailed on the next slide, will 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 our new EDI strategy. This strategy marks a significant milestone for ZSL – it is our first dedicated EDI strategy, with clear actions for the next two years.

We are committed to embedding EDI into every part of our organisation, ensuring that it shapes our culture, operations, and decision making at every level.

OUR STRATEGIC PILLARS OF EQUITY, DIVERSITY AND INCLUSION

COMMITMENT 1:

ACCOUNTABLE

We will grow capability so that everyone takes responsibility for EDI at ZSL. This will be visible in all areas of work across ZSL and enabling action plans.

COMMITMENT 2:

INCLUSIVE

We will embed inclusive approaches. We will create workspaces where difference is celebrated and where everyone can be themselves, thrive and grow.

COMMITMENT 3:

DIVERSE

We will reflect our communities in our workforce, visitors and partners.