

Gender pay gap report 2024/2025

CDER Group are delighted to publish our first Gender Pay Gap report covering 5th April 2024 to 4th April 2025. CDER Group pay the real living wage or above to all employees, regardless of position.

CDER Group gender make up

Male	Female
45%	55%

Pay and bonus pay gap

Mean Gender Pay Gap %	Median Gender Pay Gap %
17.60%	3.68%

This year, our mean gender pay gap is **17.60%**, and our median gender pay gap is **3.68%**.

The small median gap demonstrates that men and women in similar mid-range roles are paid comparably. The larger mean gap is primarily driven by a higher concentration of men in senior and leadership positions, which attract higher levels of remuneration.

Men at board level represent 75% vs 25% female, with men also representing 73% of our total leadership team vs 27% female and the proportion of men in bonus attracting positions (Operations) is notably higher than women. Since 2025, females now represent 33% at Board level, an increase of 8%.

We continue to focus on improving gender balance at senior levels through targeted development, succession planning, and inclusive recruitment practices.

Mean Bonus Gap %	Median Bonus Gap %	% of Male' earning bonus	% of Female's earning bonus
33.6%	31.8%	86.2%	43.2%

The mean bonus gap is 33.6%, indicating that, on average, male employees receive slightly higher bonuses than female employees. As detailed above, this is informed by the male vs female split at board level. The median bonus gap is 31.8%, which is closely aligned with the mean.

86.2% of males earned bonus throughout this period versus 43.2% females. This means a higher proportion of men received bonuses than women.

This is not unsurprising given the workforce composition with 87.5% of the field-based roles being occupied by male employees. These roles are variable compensation based, so the overall bonus gap is influenced by factors relating to role type, rather than differences in pay for like-for-like work.

Proportion of male and female employees according to quartile pay bands

Pay Quartile	% Male Employees	% Female Employees	% Mean Gender Pay Gap	% Median Gender Pay Gap
Upper Quartile	66.13%	33.87%	10.2%	13.7%
Upper Middle	53.23%	46.77%	-0.3%	0.0%
Lower Middle	54.84%	45.16%	0.8%	0.9%
Lower Quartile	47.62%	52.38%	-1.7%	0.0%

A higher proportion of men in the Upper Quartile, which aligns with the higher mean gender pay gap.

A slightly higher proportion of women in the Lower Quartile with a more balanced gender distribution within the middle quartiles.

The concentration of male employees in the highest pay quartile reflects that the overall gender pay gap is influenced more by representation at senior and higher-paid levels rather than unequal pay for comparable roles.

The Mean and Median gap of the quartiles show a gap in the first, as explained above, a near equal in the middle and a slight female advantage in the final.

I confirm that the gender pay gap data included in this report is accurate and has been prepared in accordance with statutory regulations.



Nick Tubbs
CEO
CDER Group