



Gender Pay Gap Report 2024

axis

# Gender Pay Gap Focus 2024

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Axis' Gender Pay Gap Report for 2024 presents key figures related to pay disparities, bonus payments, and gender distribution across different pay quartiles.

## Key Observations

### Gender Pay Gap

- The mean gender pay gap has improved slightly from 12.8% to 11.6%
- The median gender pay gap, however, has widened from 11.4% to 14.4%
- There has been an increase in the mean bonus gender pay gap
- The median bonus pay gap has decreased from 50% to 37.5%

### Bonus Payments

- More female employees continue to receive bonuses than male employees
- The proportion of males receiving bonuses has decreased from 39.6% to 33.1%
- The proportion of females receiving bonuses has also declined slightly from 69.4% to 64.3%

### Quartiles

- The proportion of women in the upper quartile remains low at 27.7%
- A gender imbalance persists in the upper middle quartile, where male representation has increased from 80% to 83.5%
- The lower quartile has seen a shift toward more male representation

You can see how we intend to address these Key Observations on our Future Focus on page 7.

Thank you for taking the time to read our Gender Pay Gap Report 2024.

## Maria Northwood

Interim CHRO & ESG Director



INVESTORS  
IN PEOPLE | Gold



# Gender Pay Gap Stats

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On 5 April 2024

# 10008

Employees

# 33.5%

of our workforce are women

Mean gender pay gap

Median gender pay gap

# 11.6%

# 14.4%

Male

# 671

Female

# 337

Gender of employees at Axis Europe PLC

# Bonus Gender Pay Gap Data

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Proportion of males who  
received a bonus

**33.1%**

Proportion of females who  
received a bonus

**64.3%**

Mean bonus gender pay gap

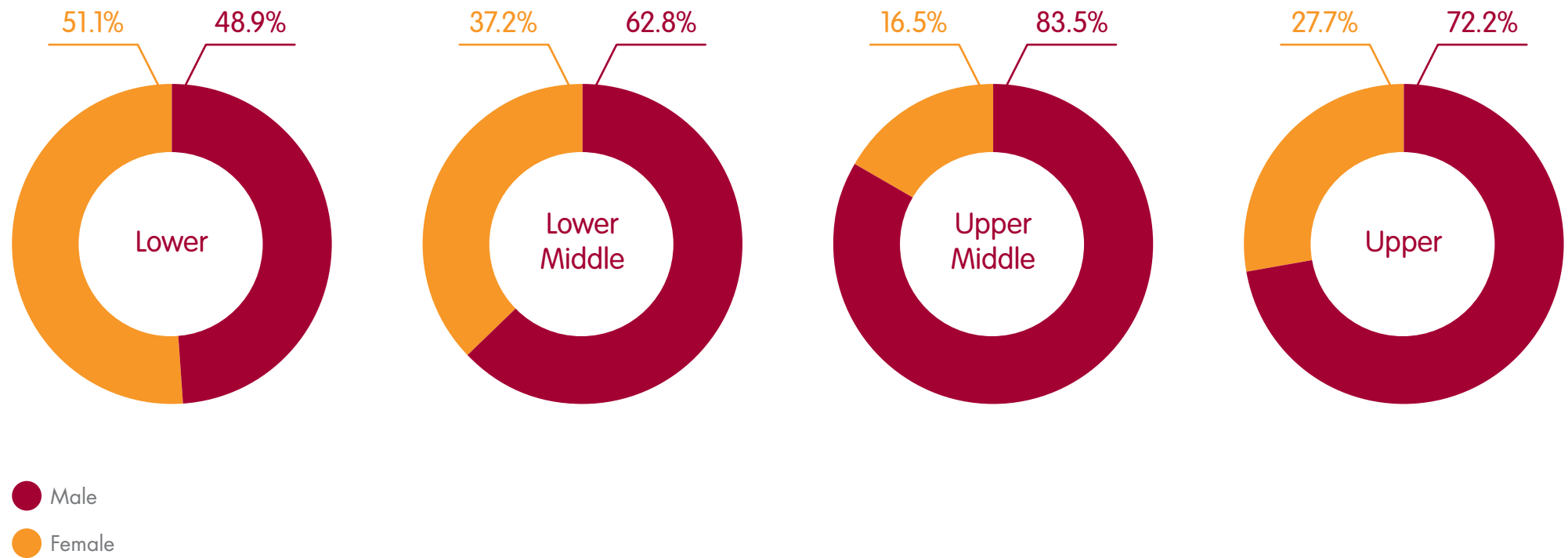
**44.72%**

Median bonus gender pay gap

**37.5%**

# Pay Quartiles by Gender

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# Future Focus

## Conclusion and Next Steps for 2025/6

While our mean gender pay gap has improved, the median pay gap has widened, indicating disparities in earnings distribution.

The bonus pay gap has increased, highlighting a potential area for review regarding bonus allocation criteria.

The gender distribution across pay quartiles shows a strong male presence in higher-paid positions, emphasizing the need for initiatives to improve female representation at senior levels.

Future strategies will focus on promoting equal career progression opportunities and assessing pay structures to reduce gender disparities.

## 1 Positive Points

- Merger with CLC provides opportunities to increase attraction of top talent
- Applicant tracking system improving data and ease of application
- Leadership development programme – open to all, long standing and continuously improving, coaching sessions reintroduced
- Women in Construction Group exceeded targets to reach schools and colleges to deliver inspirational talks to women
- Enhanced female network working across projects
- 2025 salary and benchmarking project underway

## 2 Action Points

- A review and refined bonus structure has been proposed
- Strengthen mentorship and leadership programmes for female employees
- Continue monitoring pay structures to promote fair and equitable compensation
- Increase transparency around promotion and career development opportunities
- Develop and publish an Equality Action Plan in accordance with the Employment Rights Bill

## **3 Proposed Equality Action Plan**

### **Reducing the Gender Pay Gap**

- Conduct a pay audit to ensure salaries are fair and consistent across similar roles
- Implement structured pay reviews to identify and address pay disparities
- Develop and communicate clear salary progression criteria

### **Addressing the Bonus Pay Gap**

- Review bonus structures to ensure they are equitably distributed
- Increase transparency in how bonuses are awarded
- Provide clearer performance metrics that support fair bonus allocations

### **Increasing Female Representation in Senior Roles**

- Further develop leadership development programmes for female employees.
- Offer targeted sponsorship and mentorship programs
- Set aspirational targets for female representation in senior leadership roles

### **Supporting Career Progression for Women**

- Ensure fair access to promotions through structured performance evaluations
- Increase flexible working opportunities to support work-life balance
- Provide return-to-work programs for women after career breaks

### **Improving Gender Balance Across Pay Quartiles**

- Strengthen recruitment practices to attract more women to higher-paying roles
- Implement inclusive hiring policies, such as diverse interview panels
- Encourage and support women in underrepresented fields within the company

### **Compliance with the Employment Rights Bill**

- Develop and publish an Equality Action Plan annually alongside the Gender Pay Gap Report
- Monitor progress and adjust strategies based on data insights
- Foster a culture of inclusion through training and awareness initiatives





# About Axis

Axis provides some of the UK's largest building owners, landlords and facilities managers with building repairs, maintenance and improvements services.

## **Who we are**

In our 38-year history, Axis has become a highly successful and reputable business employing over 1,000 people with offices and multiple sites across the UK.

*In 2024, Axis merged with CLC to form a new, leading UK property maintenance provider, Axis CLC Group covering the following sectors:*

*Blue Light, Commercial and Retail, Defence, Education, Healthcare, Heritage, Hotel & Leisure, Social Housing, Utilities and Industrial.*

Our services include: Refurbishment, Responsive Repairs, Compliance, Planned Maintenance, Mechanical & Electrical and Decarbonisation.