



HMSHost UK Ltd.

Gender Pay Gap Report 2025

HMSHost UK is committed to gender equality and balance at all levels. As part of our Diversity, Equal Opportunity and Inclusion Strategy we monitor our gender pay gap, and set out our findings in this report.

We are pleased to report a further reduction in our mean gender pay gap from 4.7% to 2.5%. In addition, our median gender pay gap has remained at 0% for the second year in a row, reflecting our continued commitment to pay equality. To find out more, please find our gender pay gap report below.

I confirm that the Gender Pay data provided for HMSHost UK Ltd below is accurate and have been produced in accordance with the guidelines with a data snapshot date of 5th April 2025.

Fred Creighton
CEO Avolta UK

Gender Pay Gap information

The below shows our mean and median gender pay gap data, as of the 5th April 2025.

Our mean pay gap continues to reduce and our Median pay gap remains at zero.

We continue to operate clear gradings for all of our roles, ensuring that salaries are paid based on the responsibilities of each role regardless of gender.

Metric	2023	2024	2025
Mean Gender Pay Gap	6.0%	4.7%	2.5%
Median Gender Pay Gap	1.8%	0.0%	0.0%

Pay Quartile information

The below shows the gender balance at each level of our organisation, as of the 5th April 2025. We are pleased to see an increased representation of women in the Upper quartile.

Employee population by pay quartile

Quartile	Men (2023)	Men (2024)	Men (2025)	Women (2023)	Women (2024)	Women (2025)
Lower hourly pay quarter	43.70%	43.60%	45.49%	56.30%	56.40%	54.51%
Lower middle hourly pay quarter	47.60%	49.50%	47.54%	52.40%	50.50%	52.46%
Upper middle hourly pay quarter	46.30%	48.60%	49.18%	53.70%	51.40%	50.82%
Upper hourly pay quarter	61.40%	59.60%	53.91%	38.60%	40.40%	46.09%

Bonus Pay Gap data

The below shows the proportion of persons receiving bonus pay, as of the 5th April 2025. The percentage of employees entitled to bonus is small compared to overall employee population and remains balanced between men and women.

% of Employees Receiving a Bonus in	Men	Women
2023	5.90%	10.20%
2024	10.00%	10.90%
2025	10.87%	10.67%

Bonus pay gap information

The below shows our mean and median bonus pay gap data, as of the 5th April 2025.

Metric	2023	2024	2025
Mean Bonus Gender Pay Gap	68.6%	53.9%	49.8%
Median Bonus Gender Pay Gap	49.1%	-3.4%	0.30%

The company bonus policy sets out clearly which grades are eligible to enter the bonus scheme, and the maximum amount which may be achieved. This supports a fair and robust bonus structure which rewards based on role and company financial performance rather than gender.

To properly interpret the bonus statistics, it is important to acknowledge that our senior management bonus scheme is limited to a small segment of the overall workforce. Additionally, as per the reporting guidelines, the bonus data includes certain ad hoc payments, such as those related to initiatives like the 'refer a friend' recruitment incentive. Given the narrow scope of the bonus scheme and the inclusion of these ad hoc payments, the data may not fully reflect the organisation's broader policies. Therefore, drawing meaningful conclusions from these statistics is challenging without a more detailed, individualised analysis, which falls outside the scope of this report. That said the Mean Bonus gap has consistently seen improvement.

Summary and commitments

We remain committed to maintaining our strong position in this area and ensuring continued progress. Diversity, Equality and Inclusion continue to be central pillars of our company strategy and guide decision making across all aspects of our organisation.

Our Diversity, Equality and Inclusion vision is to have an inclusive and supportive workplace that enables us to attract and retain a diverse workforce that represents our customers and community. We believe that this diversity, equality and inclusion is key to ensuring we maintain our reputation as an employer of choice.

In 2025, we also proudly achieved EDGE Certification, the leading global standard for workplace gender equality. The recommendations from this assessment will help to shape our Equality Action Plans.

Our latest report demonstrates our ongoing commitment in this area, and we remain dedicated to sustaining this positive trend, providing equal opportunities for all employees across HMSHost UK.