

Zonal

At Zonal Retail Data Systems, our aim is to continually create a diverse, gender balanced, stable and happy workforce which in turn reflects the customers we serve. We want employees to be their best selves at work. Currently we have mean (average) gender pay gap of -2.43% and a median (middle) gender pay gap of -11%. This is lower than 14.9% national mean (*source, ONS*), however we are continuing to work on improving diversity and inclusion across the Zonal group.

From April 2017, all organizations with over 250 employees are required to report annually on their gender pay gap. This is defined as the differences in the average earnings of men and women over a standard time, regardless of their role within Zonal Retail Data Systems. Zonal Retail Data Systems will always challenge themselves to be more inclusive, job opportunities are for everybody, regardless of gender.

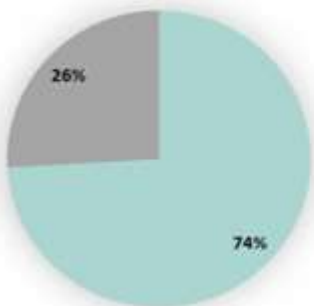
Gender Pay & Bonus Gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	-2.43%	-11%
Gender Bonus Gap	35.2%	0%

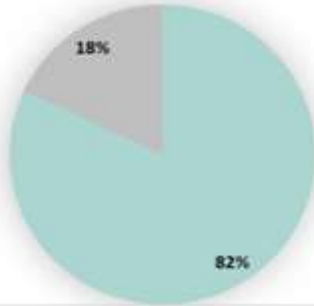
Proportion of employees receiving a 2022 bonus.

Yes ■ No ■

MALE



FEMALE



Proportion of males and females in each pay quartile. 2022 bonus refers to annual bonus, sales & profit share.



- We know that our gender pay gap is not a pay issue, but due to lack of female representation in certain roles such as leadership.

How we will make a difference:

Attract and nurture the widest possible talent pool.

- Relaunch of graduate scheme, introduce apprenticeship and work placement and recruitment programs
- Target diverse candidate groups such as women, LGBT+ etc.

Equip and empower managers to drive inclusion.

- Undertake diversity training as part of mandatory training requirements
- Ensuring every policy, procedure and manager guidance encourages inclusive ways of working.

462 Employees out of 492 have been included in the 2022 Gender Pay Gap Report. 30 were excluded due to use of Furlough scheme and/or reduced hours during the pandemic or being new starters or leavers.

Deliver appropriate L&D, ensuring a pipeline of suitable, experienced candidates with a focus on underrepresented groups.

- Provide access to mentoring and training.
- Develop material highlighting potential career paths in a variety of departments.
- Anonymize applications to remove any potential for bias.