

Our Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires any organisation with 250+ employees to publish their gender pay gap annually. This data is a snapshot taken on 5 April 2025.

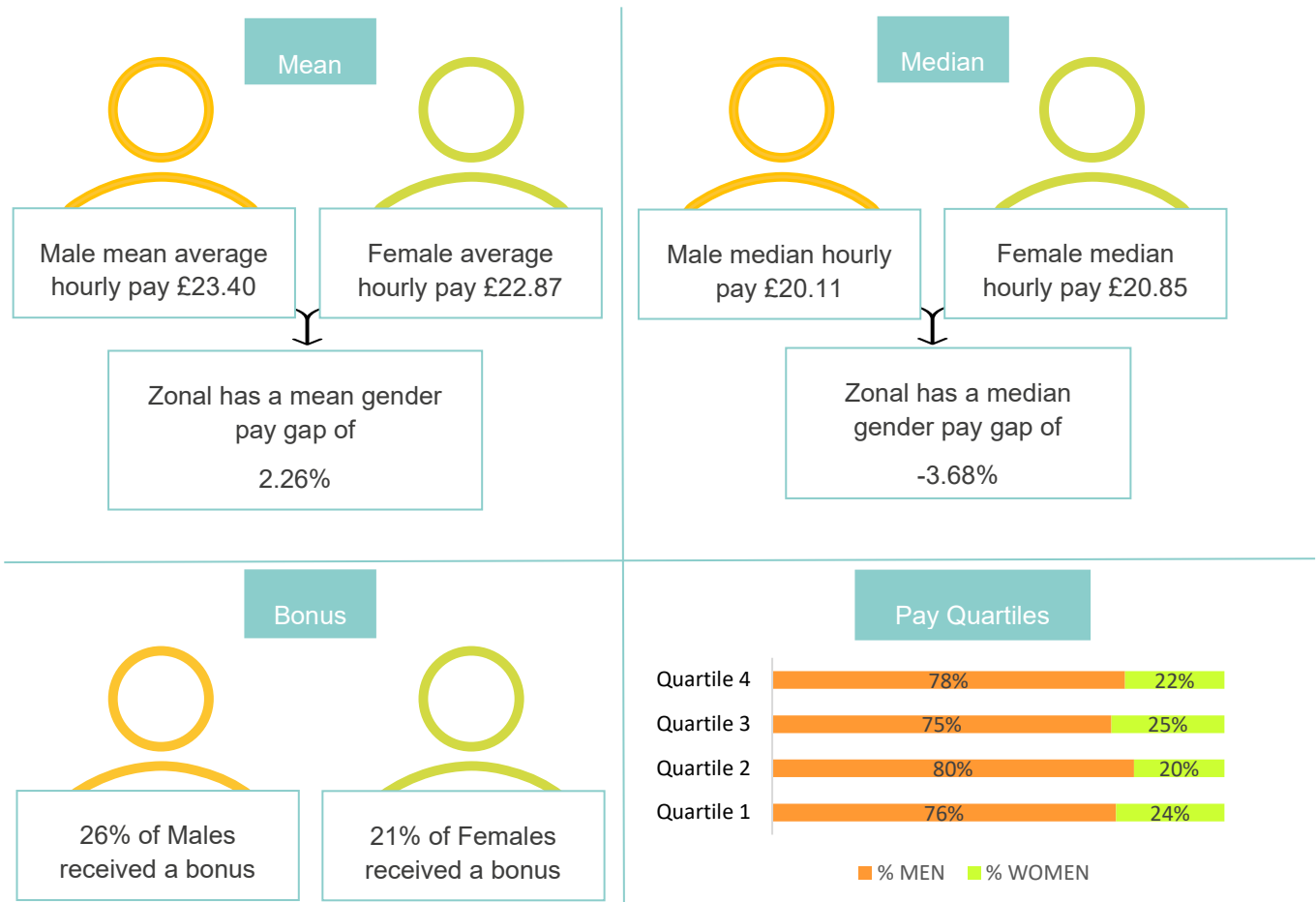
Our Aim

At Zonal Retail Data Systems Limited, 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.

Employee numbers

- 627 employees were determined as relevant employees for the purposes of the gender pay gap calculations (479 Male and 148 Female)
- 611 employees were determined as full pay relevant employees for the purposes of the gender pay gap calculations (473 Male and 138 Female)

Hourly pay



How we will make a difference

- We will aim to attract the widest possible talent pool, targeting diverse candidate groups such as women, LGBTQIA+, the neurodiverse and ethnic minorities.
- We will nurture our employees and aim to keep our workforce as engaged as possible to increase retention and long service.
- We will work with our diversity forum groups (Women, Neurodiverse/Able, LGBTQIA+, Ethnic Minorities) to improve engagement and collaboration

- Women currently constitute around 26% of the workforce in the tech sector in the UK. Our workforce is currently 24% female, and we are striving to increase this beyond the national average. Our Women's group has increased its membership by 20% in the last 12 months.
- We will equip and empower our managers to drive inclusion, undertaking diversity training as part of mandatory training requirements and ensuring every policy, procedure and guidance encourages inclusive ways of working.
- We will advertise our vacancies in different places, ensuring a pipeline of suitable, experienced candidates with a focus on underrepresented groups. We will engage with colleges and associations who promote career opportunities to minority groups such as STEM, ethnic minorities etc.
- We will continue to review exit interviews / staff surveys to identify any key themes and take action where appropriate.

We confirm the data in this report is accurate.