

Why is this report being released?

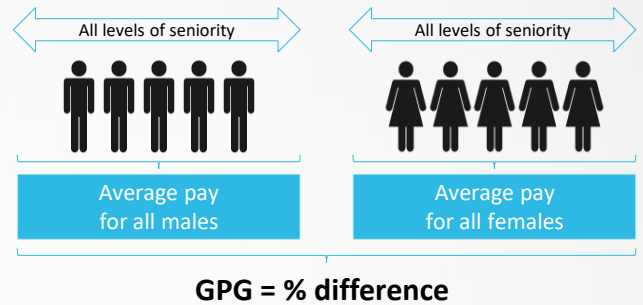
The Government has introduced gender pay gap (GPG) regulations which are designed to encourage employers to take informed action to reduce their GPG where one exists.

These regulations came into force in April 2017 and require large employers to report their GPG data.

We are committed to ensuring that everyone in the company has an equal chance of success and that women and men with the same performance and experience in equivalent roles are paid equally.

How is the Gender Pay Gap calculated?

Gender pay, as defined by the legislation, is distinct from equal pay as it is not measuring pay for roles of the same level. Instead, it compares the average pay of all the men with all the women in the company regardless of role or seniority.

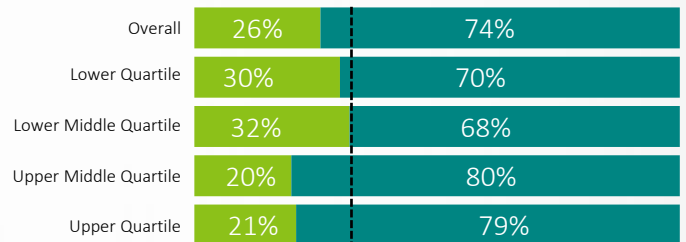


What is the gender split at CACI Ltd?

Overall Gender Split of Full Pay Relevant Employees



Gender Split



The Gender Pay Gap at CACI Ltd

- Whilst our GPG data shows a pay gap between men and women, this is due to the higher number of men at senior levels.
- When we take the mean (average) hourly rates across the whole company, women are paid **1.3%** less because women are outnumbered by men in senior roles.
- When we look at bonus pay, our average GPG rises to **16.9%**. Again, this is because there are significantly more men at senior levels.

Women's hourly rate is	1.3% lower (mean)	13.6% lower (median)
Women's bonus pay is	16.9% lower (mean)	-2.6% lower (median)
Proportion receiving bonuses	76.9% of females	73.59% of males

In 2023, the UK Private Sector GPG mean was 15.6% (compared to CACI Ltd 1.3%) - source: ONS.

Key areas of focus for coming years...

Continue to improve gender parity through our recruitment and address any unconscious biases in promotion and retention practices.

Encourage more participation in our Inspiring Females programme, creating peer to peer networks and advocacy initiatives through training and mentorship to accelerate career advancement.

Promote gender equality in leadership roles.

Investing in mentorship and sponsorship programmes to strengthen female talent pipeline.



J. Bradford