

# Gender Pay Gap Report 2024

The Government's gender pay gap (GPG) regulations, effective since April 2017, require large employers to report their GPG data. They are designed to encourage employers to take informed action to reduce their GPG where one exists.

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.

## What is the gender split at CACI Ltd?



Overall Gender Split of Full Pay Relevant Employees

## The Gender Pay Gap at CACI Ltd

### Hourly rate

Mean gender pay gap      Median gender pay gap

**8.3%** lower      **14.4%** lower

### Bonus pay

Mean gender pay gap      Median gender pay gap

**0.1%** lower      **-6.8%** lower

### Proportion receiving bonuses

 Females	 Males
<b>71.1%</b>	<b>66.3%</b>

- Our GPG data shows a pay gap between men and women, primarily due to more men in senior positions.
- The mean hourly rates reveal women earn **8.3%** less on average, reflecting the higher number of men in senior roles.
- For bonus pay, the average GPG increases to **0.19%**.

## How we calculate the GPG

Gender pay, as defined by legislation, differs from equal pay. It doesn't measure pay for roles of the same level but averages the pay of all men and women in a company, regardless of their roles or seniority.

In 2024, the UK Private Sector GPG mean was 14.9% (compared to CACI Ltd 8.3%) Source: ONS

**By committing to these actions, we aim to create a more equitable and diverse leadership team that reflects our commitment to gender equality.**

Strengthen recruitment practices, implementing strategies to attract a diverse pool of candidates.

Address unconscious biases, continue to raise awareness and mitigate in promotion and retention decisions.

Continuously assess policies and practices to identify areas for improvement and sustained progress towards gender equality.

Maintain networks for participants to connect, share experiences and support each other in their professional journeys.

Continue to implement initiatives that promote gender equality and empower women through advocacy and awareness campaigns.

Ensure training sessions and mentorship opportunities provide skills and guidance needed for career progression.

Develop and expand mentorship and sponsorship initiatives to support and nurture female talent, providing guidance and opportunities to advance their careers.

Strengthen the female talent pipeline to identify and develop high-potential female employees through targeted training, development programs, and leadership opportunities.

This statement was approved by Tracy Weir, Chief Executive

