

# Gender Pay Gap Report



# Introduction



**Alison Brooks**  
HR Director

Welcome to CACI's 2025 Gender Pay Gap Report. The data in this report is taken from a snapshot as at 5 April 2025.

As HR Director, I am proud that our organisation, now **employing more than 1,400 people**, continues to make sustained and measurable progress in reducing our gender pay gap. We have reached a significant milestone this year, with women now representing **55% of our senior leadership** for the first time. This reflects the long term focus we have placed on building strong pipelines of female talent, removing barriers to progression, and ensuring fair and transparent people practices. Gender pay gap reporting remains a core part of our wider inclusion strategy, supported by our Communities of Engagement and their five key pillars, which guide our long term approach to creating an equitable workplace for everyone.

As Chief Executive, I am encouraged by the progress we continue to make in strengthening gender diversity across our leadership community. Achieving **55% female representation at senior level** is an important moment for our organisation and signals the culture we are building – one where opportunity, inclusion and leadership potential are not limited by gender. This progress is the result of collective effort across the business, supported by our inclusion strategy and Communities of Engagement. As we grow, we remain focused on sustaining this momentum and ensuring our organisation continues to reflect the diverse talent and perspectives of our people.



**Tracy Weir**  
Chief Executive

A handwritten signature of Tracy Weir in black ink.

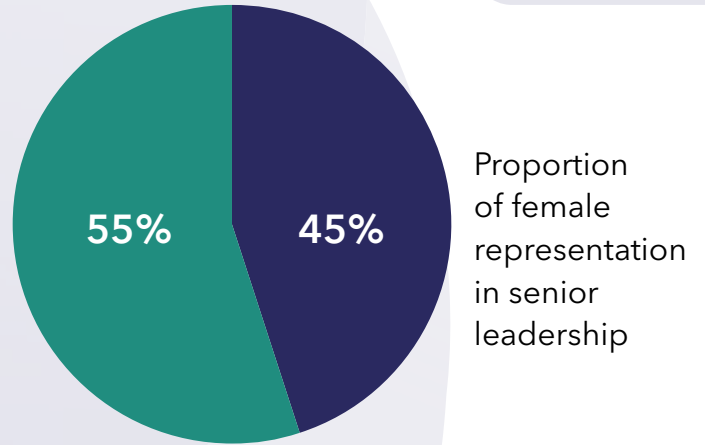
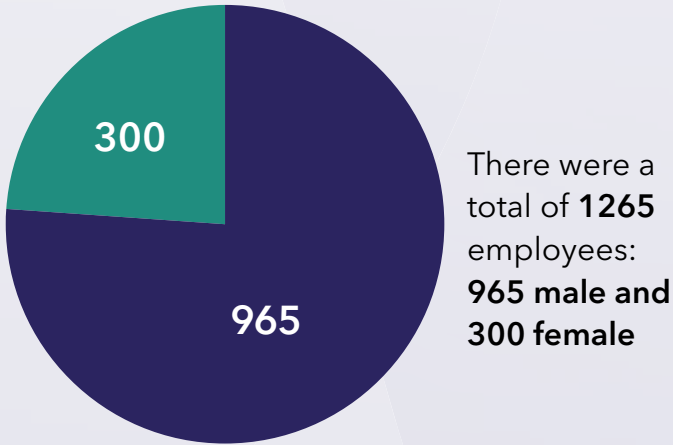
## Declaration

I confirm that the information and data reported is accurate as of the snapshot date, 5 April 2025.

# Our Gender Pay Gap figures

Based on our most recent data, our analysis shows the following:

Women  
Men

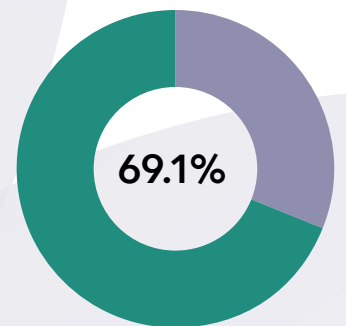
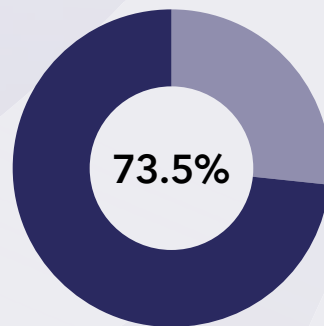


Mean gender pay gap **4.6%**

Median gender pay gap **13.5%**

Mean bonus gap **-44.6%**

Median bonus gap **-1.9%**

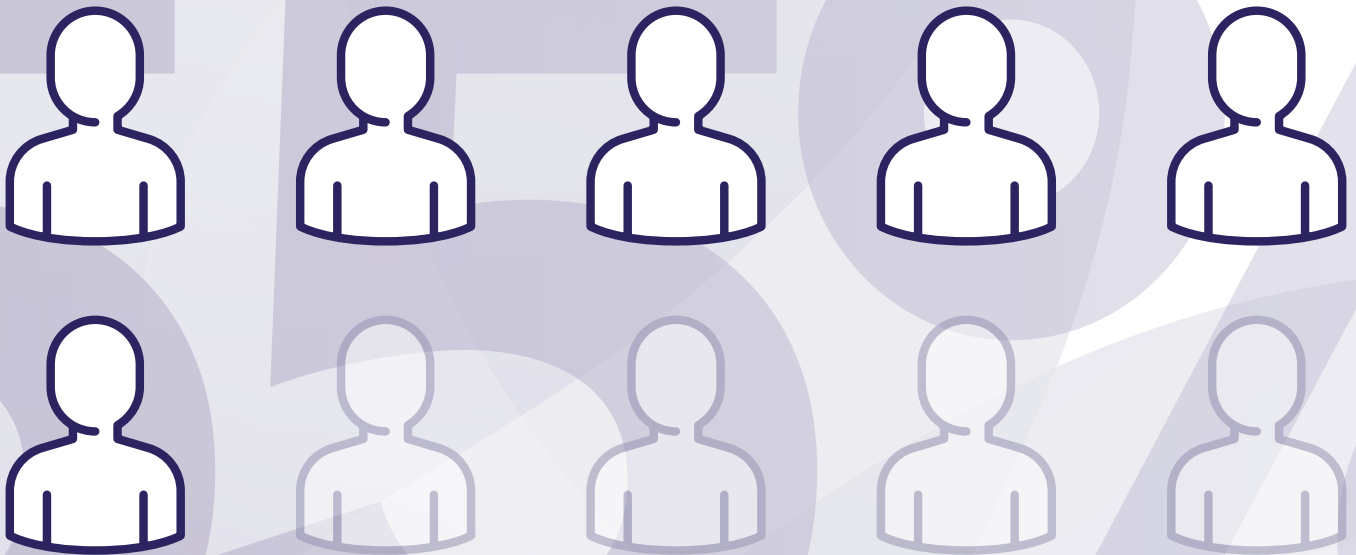


Proportion of males and females by pay quartile

	Male	Female	Split by %:	
<b>Total</b>	965	300	76%	24%
<b>Lower quartile</b>	223	94	70%	30%
<b>Lower middle quartile</b>	229	87	72%	28%
<b>Upper middle quartile</b>	254	62	80%	20%
<b>Upper quartile</b>	259	57	82%	18%

# Analysis of our figures

We are proud to report that women represent 55% of our senior leadership team, demonstrating our dedication to empowering women in positions of influence and responsibility. This achievement reflects our ongoing efforts to champion gender diversity at all levels of our organisation. While we celebrate this milestone, we recognise that there is still work to be done to ensure gender balance throughout our workforce, particularly in other highly paid and technical roles.



**“Our senior leadership is now 55% women - a milestone achievement.”**

# Actions we are taking

We continue to take active and deliberate steps to reduce our gender pay gap and build a more balanced and equitable workforce. Our key initiatives focus on creating fair, transparent, and inclusive practices across the entire employee lifecycle.

These include:



**Strengthening our recruitment and promotion processes** to ensure they are robust, transparent, and free from bias. We are refining our selection criteria, enhancing hiring manager training, and monitoring progression pathways to ensure equal opportunities for all employees at every stage of their career.



**Expanding flexible working options** to support a healthy work life balance. By promoting hybrid, part time, and adjusted hours arrangements, we aim to remove barriers that may disproportionately impact women and enable all employees to thrive in ways that suit their individual circumstances.



**Investing in leadership and development programmes** specifically designed to support women in progressing into senior and specialist roles. Through mentoring, targeted development pathways, and sponsorship initiatives, we are ensuring that our female talent has access to the skills, visibility, and opportunities needed to advance their careers.



**Regularly reviewing and monitoring our pay practices** to uphold consistency across the organisation, identifying and addressing any disparities, ensuring that pay decisions remain objective, equitable, and aligned with our commitment to an inclusive workplace.

# Our commitment

We are dedicated to making meaningful progress in closing the gender pay gap. The fact that women now comprise a majority of our senior leadership reinforces our belief that a diverse and inclusive workforce is essential for our continued success and the wellbeing of our employees. We will continue to report annually on our progress and update our policies as required to ensure we are moving in the right direction.

