

# INTRODUCTION

We know that diversity, inclusion and a gender-balanced workforce provide the platform for great creativity.

Under the UK Government’s Gender Pay Gap Reporting Regulations, we need to report our gender pay gap annually.

This involves carrying out six calculations that show the difference between the average earning of males and females within the organisation.

We collected our data on 5th April 2025, when our workforce consisted of 192 females and 363 males.

We have a mean gender pay gap of -3.0% and a median gender pay gap of -20.6% (the current national median pay gap is 6.9%), both favouring

females. This is because most of our females are represented in our upper pay quartiles and most of our males are represented in our lower pay quartiles.

We want to ensure that JCDecaux UK is a company where both females and males can succeed equally in all and any role that they wish to do, and we will continue to review all opportunities to make JCDecaux UK as diverse and inclusive as possible

Chris Collins

Dallas Wiles

Co-Chief Executive Officer

Co-Chief Executive Officer

JCDecaux UK

JCDecaux UK

# GENDER PAY AND BONUS GAP

	Mean (Average)	Median (Middle)
Gender Pay Gap	-3.0%	-20.6%
Gender Bonus Gap	3.6%	-88.1 %

Negative percentage means it is in favour of females

## Median Pay Gap

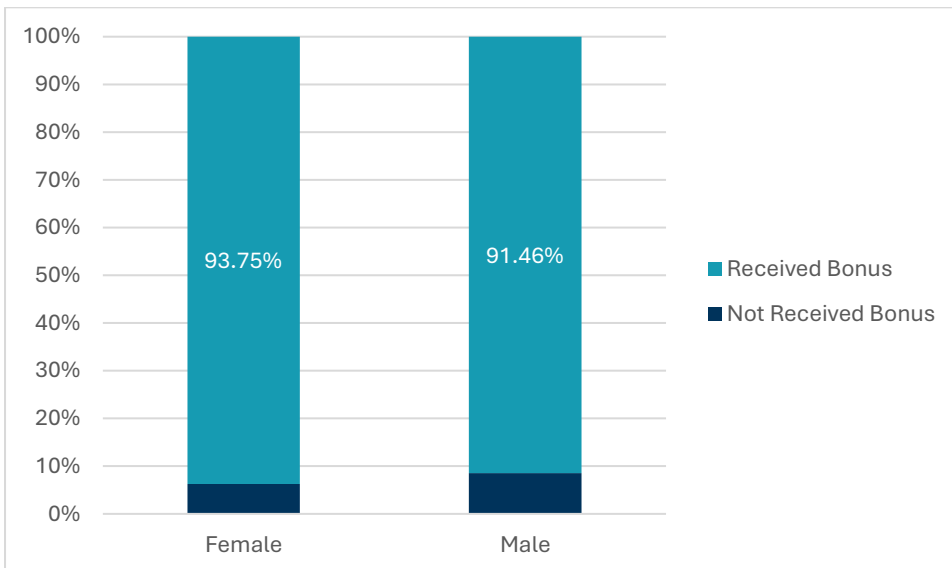
The median represents the middle point of population. If you lined up all of the pay of females and all of the pay of males at a company, the median pay gap is the difference between the hourly rate of pay for the middle female compared to the hourly rate of pay for the middle man.

## Mean Pay Gap

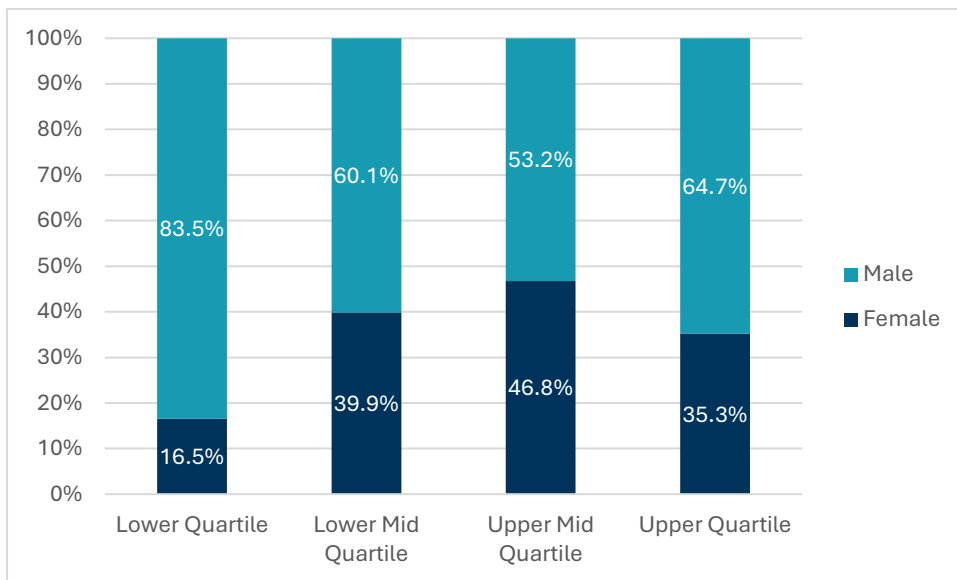
The mean gender pay gap is the difference between the average hourly rate of pay for females, compared to the average hourly rate of pay of males, within a company.

2024-25 bonus refers to annual and sales bonus schemes

# PROPORTION OF EMPLOYEES RECEIVING A BONUS IN April 2024



## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



## OUR PLANS TO CLOSE THE GAP

### ACTIONS COMPLETED IN 2025

Last year we committed to the following actions;

- 1) Encourage and attract females into roles which are perceived by many as traditionally male. We have used several different routes and seen early success. Ensuring our job adverts are attractive to female candidates, broadening our reach through career fairs, partnerships with third parties.
- 2) We also want to ensure that females are being put forward for more senior roles so wherever possible we will ensure that at least one female candidate is put forward for any leadership roles
- 3) Using data to review and understand underlying issues, working with our Difference Matters colleague group to agree focus areas
- 4) Support for female colleagues to remain in the workforce to help overcome the disproportionate impact of parenthood and caring on women
- 5) Added a maternity returner support programme to our learning and development offer in addition to our policies supporting hormonal health, fertility health and pregnancy loss.
- 6) Introduced 5 days of paid carers' leave, a Care Matters Employee Resource group and a new eldercare support benefit as well as training for our Mental Health advocates to support carers.

### ACTIONS FOR 2026

For this year we want to continue from our efforts in 2025 and commit to the following actions;

- 1) Continual commitment to previous year's pledges, building on our use of data and ensuring female candidates on shortlists.
- 2) Further enhancing our approach to developing our talent internally by focusing on skills based career planning, which will enable careers across different departments and via project related working making it easier for everyone to progress their careers at JCDecaux.
- 3) Providing dedicated coaching and networking opportunities for women and those who identify as female via membership of a female networking and development group as well as expanding other coaching programmes and encouraging women to participate.