

Report 2025

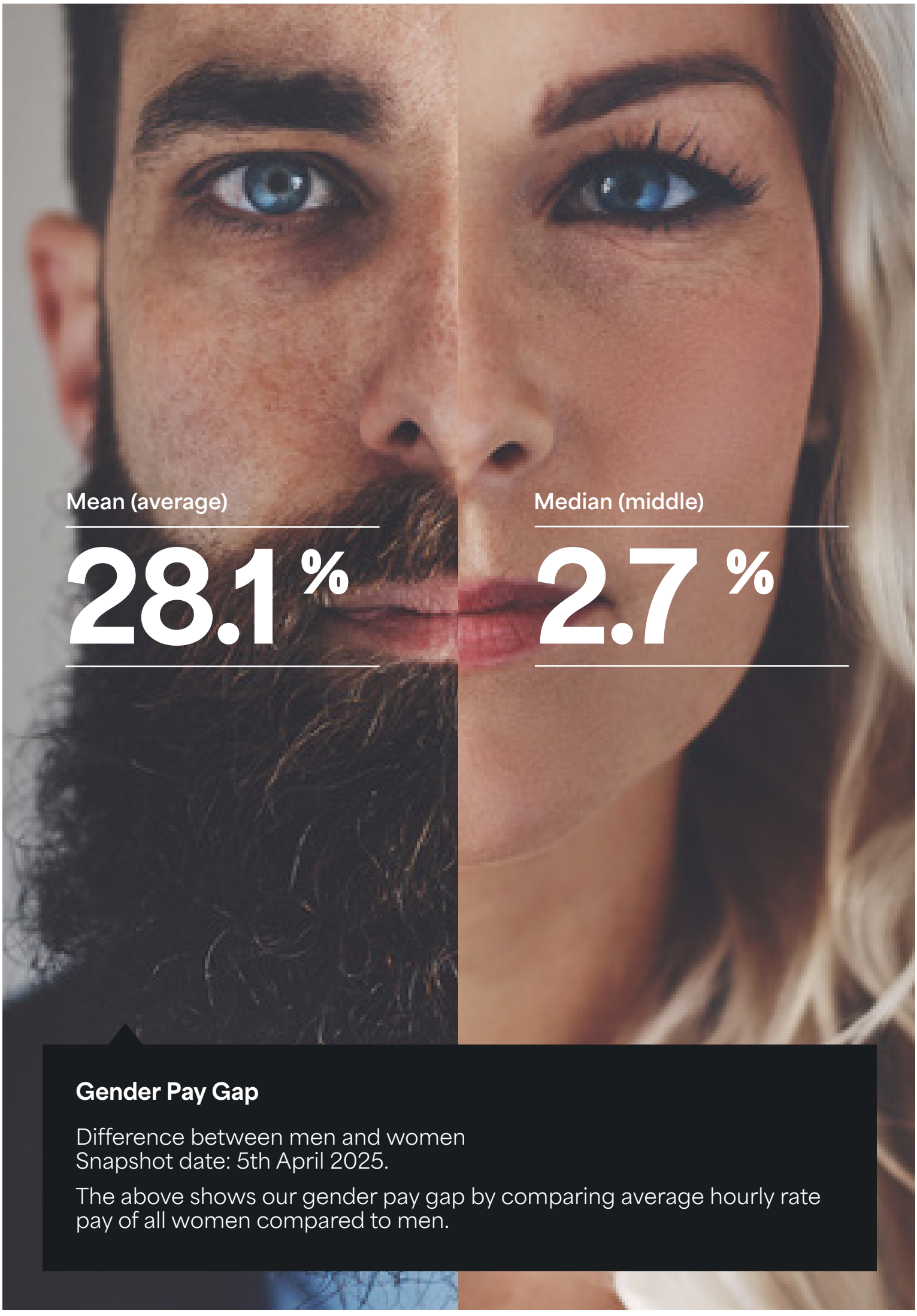
Gender Pay Gap.

Greater visibility. Remarkable agility. Outstanding efficiency.

Gender Pay Gap Report 2025.

AX believes that every colleague should have the opportunity to flourish, achieve their potential and contribute to the success of the business.

We are committed to building an inclusive culture, therefore not only monitoring but understanding our gender data in order to ensure fairness, consistency, and transparency.



Gender Pay Gap

Difference between men and women
Snapshot date: 5th April 2025.

The above shows our gender pay gap by comparing average hourly rate pay of all women compared to men.

Gender Bonus Gap

Difference between men and women

Mean (average)

39.4%

Median (middle)

29.7%

BONUS PAYMENT	PROPORTION AS A %
MALE	15%
FEMALE	35%

Understanding our Pay Gap

Our Company bonus policy is discretionary and is based upon individual performance related objectives and therefore not linked to basic salary payments.

Pay Quartiles

The proportion of males and females in each quartile pay band

QUARTILE	PROPORTION OF MALE	PROPORTION OF FEMALE
LOWER Q	65%	35%
LOWER MIDDLE Q	48%	52%
UPPER MIDDLE Q	57%	43%
UPPER Q	36%	64%

The above image illustrates the gender distribution at AX across four equally sized quartiles of 517.



At AX, we are dedicated to creating a diverse and more inclusive workforce for our employees by creating an environment of belonging, engagement, equity, and empowerment.
We take a holistic approach to diversity and inclusion, ensuring it is embedded throughout the organisation from recruitment to targeted learning and development, work-life flexibility, and building diversity and inclusion capabilities in leaders, managers and employees.

We will continue to work towards closing our gender pay gap via these initiatives as we believe they will have a cumulative and positive impact on our gender pay gap results.

I can confirm that the data in this report is accurate.



Andrea Gomm
Group People Director