

April 2025 data

Gender Pay Gap Actica Consulting Limited

April 2026

Reportable data for Actica Consulting Limited

Measure	
Average ordinary pay gap	20.4%
Median ordinary pay gap	8.6%
Average bonus pay gap	60.7%
Median bonus pay gap	33.3%
% of men receiving a bonus (see note 1)	94.9
% of women receiving a bonus (see note 1)	88.2
% of women in lower pay quartile	26.3
% of women in lower to median pay quartile	24.1
% of women in median to upper pay quartile	24.6
% of women in upper pay quartile	14

Note 1: in almost all cases, a bonus was not received simply because the individual joined after bonuses were paid (in this case, after December 2024)

Comparator reportable data

Measure	Actica Consulting Limited	Accenture (UK) Limited	BAE Systems Applied Intelligence Limited	CGI IT UK Limited	Kainos Software Limited	Moorhouse Consulting Limited*	NTT Data Uk Limited	Pricewaterhousecoopers
Number of Employees	Less than 250	5000 to 19,999	1000 to 4999	5000 to 19,999	1000 to 4999	250 to 499	1000 to 4999	20,000 or more
% of women	22.8	40.5	23.1	23.3	33.6	45.5	27.5	47.6
Average ordinary pay gap	20.4%	16.9%	12.5%	2.1%	19.9%	14.1%	18.0%	6.6%
Median ordinary pay gap	8.6%	19.5%	17.0%	6.5%	22.4%	20%	15.4%	1.4%
Average bonus pay gap	60.7%	44.8%	27.9%	-21.2%	31.0%	58.8%	29.2%	21.3%
Median bonus pay gap	33.3%	20.0%	31.3%	12.0%	36.1%	40%	29.2%	11.9%
% of men receiving a bonus	94.9**	86.9	94.4	86.9	51.7	94	24.0	98.4
% of women receiving a bonus	88.2**	89.2	97.1	89.0	49.5	88	20.0	98.4
% of women in lower pay quartile	26.3	50.0	31.6	22.9	40.9	58	41.4	45.8
% of women in lower to median pay quartile	24.1	44.0	28.8	28.9	37.0	42	31.2	51.2
% of women in median to upper pay quartile	24.6	37.0	17.9	22.7	34.2	48	20.5	49.7
% of women in upper pay quartile	14.0	31.0	13.9	18.7	22.2	34	16.8	43.5

* April 2024 data


** Primarily due to people not being employed when bonuses were paid


Commentary

- 22.8% of employees in ACL were women in April 2025
- Actica's pay gap is driven by the lack of representation of women at Managing Consulting and Director grades
- The picture is more balanced when looked at grade-by-grade and taking into account length of service, with women receiving higher hourly pay than men at one of our grades
- We continue to track key processes such as joiners, leavers and promotions to ensure there aren't systematic biases in place and that we continue to make offers of employment to the most suitable candidates and promote those who meet our objective criteria
- The percentage of women at PC and MC grades in this snapshot was just over 18%. The same measure at the end of April 2026 is likely to be about 20.5%


Commentary

- We are devoting effort to increasing the number of women that apply to us through involvement in activities such as Cyber Girls First and Women in STEM, albeit that these will not have an impact on our gender pay gap in the short-term
- We have just completed the trial of a reverse mentoring programme (this involved 7 male mentees at PC grade and above and their female mentors) and will be reviewing the lessons learned
- We are considering using internal/external mentors/sponsors for women in the business who would like to participate

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