

2025

Interpath UK  
Gender Pay Report

# Foreword from Mark Raddan

## CEO

Welcome to Interpath's 2025 UK Gender Pay Report.

2025 marked another year of real momentum in narrowing our Gender Pay Gap - a reflection of the meaningful initiatives we've rolled out across the firm since the launch of Interpath in 2021.

Over the past 12 months, under the leadership of our Chief People Officer Caroline Chamberlain, we have strengthened our global people strategy, putting our colleagues firmly at the centre of our business. Our focus remains on building a collaborative, inclusive environment where everyone can thrive and shape long-lasting, fulfilling careers.

We are only five years into our journey and know there's more to do as we strive to minimise and in turn, eradicate our Gender Pay Gap. But as attitudes to diversity and inclusion continue to evolve globally, our commitment remains unwavering. We're determined to foster an inclusive culture, champion the behaviours that support it, and invest in programmes that make a tangible difference. As we continue to grow and expand internationally, we'll keep attracting top talent in every market we operate in - and we'll continue to prioritise the development and progression of colleagues across the firm.

I confirm that Interpath's pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Mark Raddan**  
**CEO**

A handwritten signature of Mark Raddan in orange ink. The signature is written in a cursive, flowing style and is positioned below the printed name and title.

# Foreword from Caroline Chamberlain

## Chief People Officer

As Interpath continues to grow and evolve, one thing remains absolutely constant: **our people sit at the heart of everything we do.**

Over the past year, we have continued to embed our values-led People Strategy across the firm, ensuring that every colleague, regardless of gender, geography, capability or background, has the opportunity to thrive. This strategy is central to how we address the Gender Pay Gap, because meaningful progress can only be achieved when an organisation puts its people first.

We have taken strong strides forward this year. Our **one-firm competency framework** continues to provide clarity and consistency around expectations and progression, helping us to build a culture where development is transparent and accessible. We have also invested heavily in **Learning and Development**, including training for our Career Coaches to support constructive, growth-focused career conversations.

Creating an environment where all colleagues can succeed also means ensuring our policies reflect the realities of modern life. Our strengthened **Parental Leave** offering is a key part of this, supporting families of all kinds and helping to remove barriers that disproportionately affect women's career progression.

We also know that inclusive leadership is essential to reducing bias and improving equity. Our Managing Directors are now active participants in our inclusive leadership programme, designed to deepen understanding of unconscious bias and its impact on decision-making, opportunity and progression across the firm.

While we are proud of the progress we are making, we recognise there is more to do. Tackling the Gender Pay Gap is a long-term commitment - one we approach with determination, transparency, and a firm belief that inclusion is a choice we must make every day. Together, we are building a culture we can all be proud of.



**Caroline Chamberlain**  
**Chief People Officer**

*Caroline*



We have successfully reduced our Gender Pay Gap for the fourth consecutive year.

The median gap has now fallen by more than 9%, reaching **27.5%** in 2025 (2022: 37.2%, 2023: 37.1%, 2024: 27.8%).

In addition, our mean pay gap has also fallen by more than 15%, reaching **41.1%** in 2025. This sustained progress demonstrates that our focus on diversity and inclusion is delivering meaningful results.

Like many firms, our gender pay differences are due to the distribution of female and male colleagues across different levels of seniority in our business. Differences in average hourly rates are largely driven by the higher proportion of men in senior roles, but the gap is narrowing.

- ✓ We are an equal pay employer. This means men and women at Interpath are paid equally for the same job.
- ✓ We are successfully narrowing our gender pay differences year on year.
- ✓ A truly equitable workplace sits at the core of our firm's ambitions.
- ✓ Our commitment drives how we develop people, lead teams and create client value.

We achieve success by attracting exceptional talent, investing in our people, and recognising what they need to thrive.

We attract exceptional female talent through our equal opportunity culture, aligned search partners, our diversity and inclusion networks, and through our female-focused events.

We offer competitive family-friendly policies, including 26 weeks' paid family leave, flexible working, and support for carers. We continue to strengthen our family-related policies and remain committed to continuous improvement.

We successfully develop our people through meaningful performance conversations, fair and evidence-based promotions, gender-balanced panels, inclusive leadership behaviours, senior accountability for inclusion, and consistent, high-quality coaching.

We recognise the importance of retaining our people with strong work-life balance support, including expanded coaching for all parents, active employee networks, a dedicated Parents & Carers Network, and a comprehensive wellbeing programme. We support our emerging talent with the provision of a mentoring programme for female Managers and Assistant Managers, led by our IGEN network.



**Attract. Develop. Retain.**

**Our People Strategy**

## All Employees

The Gender Pay Gap is the difference in average gross hourly earnings between women and men. It is based on salaries paid directly to employees before income tax and NI contributions are deducted. The Bonus Pay Gap is the difference in bonuses awarded to female and male employees.

27.5%

### Median Pay Gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of relevant women and relevant men.

41.1%

### Mean Pay Gap

The mean pay gap is the difference between the average hourly earnings of relevant women and relevant men.

60.3%

### Median Bonus Gap

The median bonus gap is the difference between the midpoints in the ranges of bonuses awarded to relevant women and relevant men.

60.5%

### Mean Bonus Gap

The mean bonus gap is the difference between the average bonus awarded to relevant women and relevant men.

## Excluding Managing Directors

To provide a more representative view of our workforce, we have also examined the data excluding Managing Directors, whose seniority means they have an outsized effect on our Gender Pay Gap results.

19.7%

### Median Pay Gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of relevant women and relevant men.

19.5%

### Mean Pay Gap

The mean pay gap is the difference between the average hourly earnings of relevant women and relevant men.

50%

### Median Bonus Gap

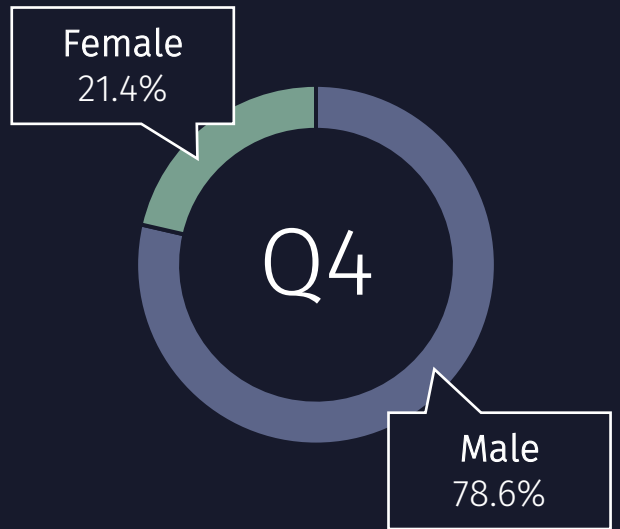
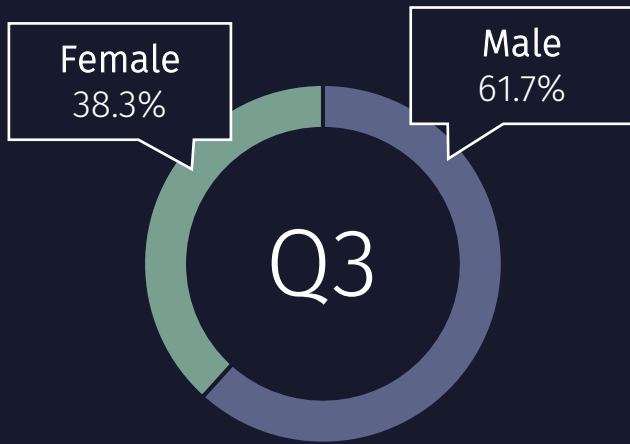
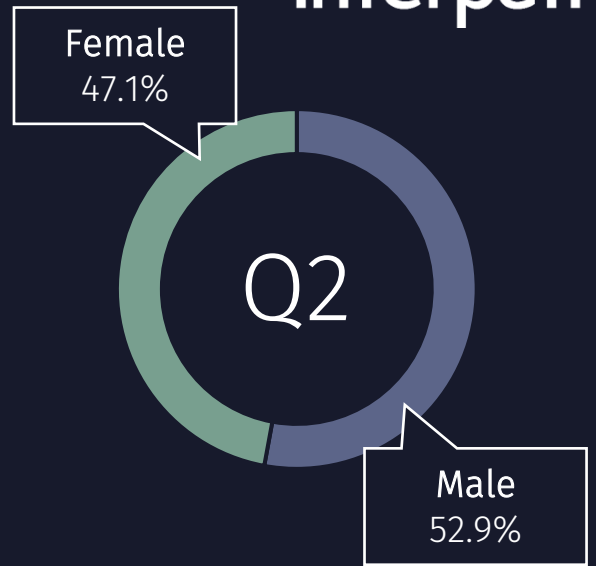
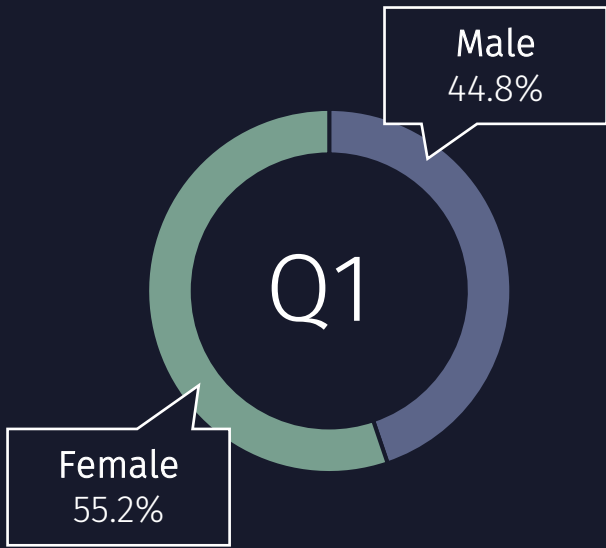
The median bonus gap is the difference between the midpoints in the ranges of bonuses awarded to relevant women and relevant men.

39.1%

### Mean Bonus Gap

The mean bonus gap is the difference between the average bonus awarded to relevant women and relevant men.

2025  
Gender  
Pay



% of **Female** and **Male** employees in each pay quartile

# The Gender Pay calculation explained

The Gender Pay Gap by **mean** refers to the difference in the average (mean) hourly pay between women and men, expressed as a percentage of men's pay.

The Gender Pay Gap by **median** looks at the difference in the middle value of hourly pay for women and men, rather than the average.

Here's a simple breakdown:

**Mean pay** = the total pay for employees divided by the number of employees.

**Median pay** = Median pay is calculated by arranging all salaries in a dataset in numerical order (lowest to highest) and finding the middle value.

To calculate the gap:

**Gender Pay Gap (%)** = 
$$\frac{\text{Mean/Median male pay} - \text{Mean/Median female pay}}{\text{Mean/Median male pay}} \times 100$$

Example:

- Mean/Median male hourly pay = £20
- Mean/Median female hourly pay = £18

**Gap** = 
$$\frac{20-18}{20} \times 100 = 10\%$$

In this example, women would earn on average 10% less than men.



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.