

# CDP 2025 UK Gender Pay Gap

October 2025





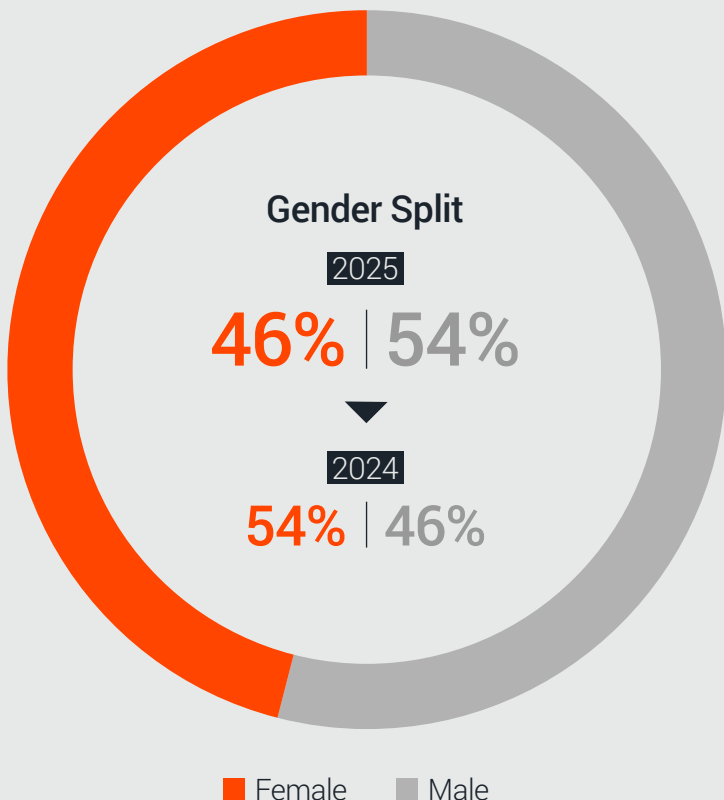
# Median pay gap is 13.1%; mean pay gap is 9.7%

This report presents CDP's gender pay gap figures for 2025, in line with the UK's gender pay gap reporting requirements. As of April 5, 2025, we had 322 employees in the UK: 149 female and 173 male.

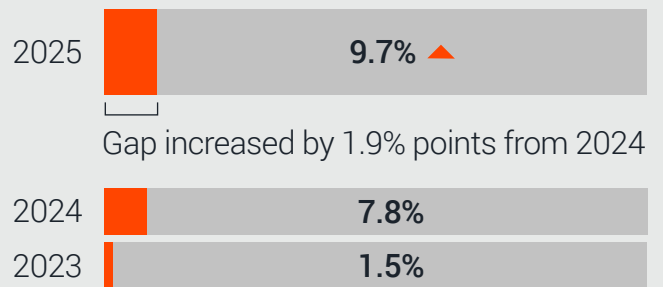
Within this report we share the mean and median gender pay gaps (calculated as the difference in average hourly remuneration between male and female employees), covering both base pay and bonuses during the reporting period. These figures apply to all employees paid through CDP's UK payroll.

CDP remains committed to fostering a diverse, inclusive workplace with fair pay practices. While we continue to strive for gender balance, this year's pay gap reflects shifts in our workforce structure, particularly within senior levels.

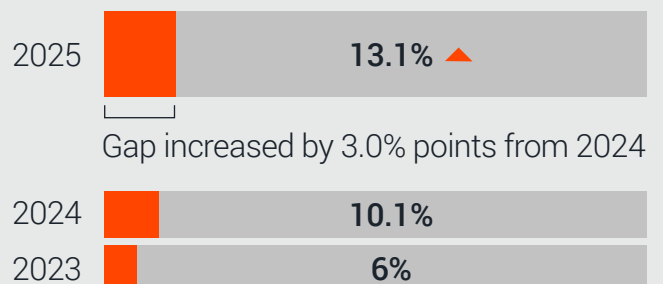
Our gender pay gap increased in 2025 compared to the previous year, largely due to structural changes during the reporting period – most notably, two-thirds of our UK leavers were female. While there isn't a major gender imbalance among new starters overall, it's worth noting that in the upper pay quartile, there are twice as many male starters as female. Most of these higher-paying roles are in the technology function, which typically comes with higher salaries. These shifts in our workforce makeup have had a direct impact on our gender pay gap figures. It is important to highlight that this does not reflect unequal pay for equal work, but rather a change in gender representation.



## Mean hourly pay



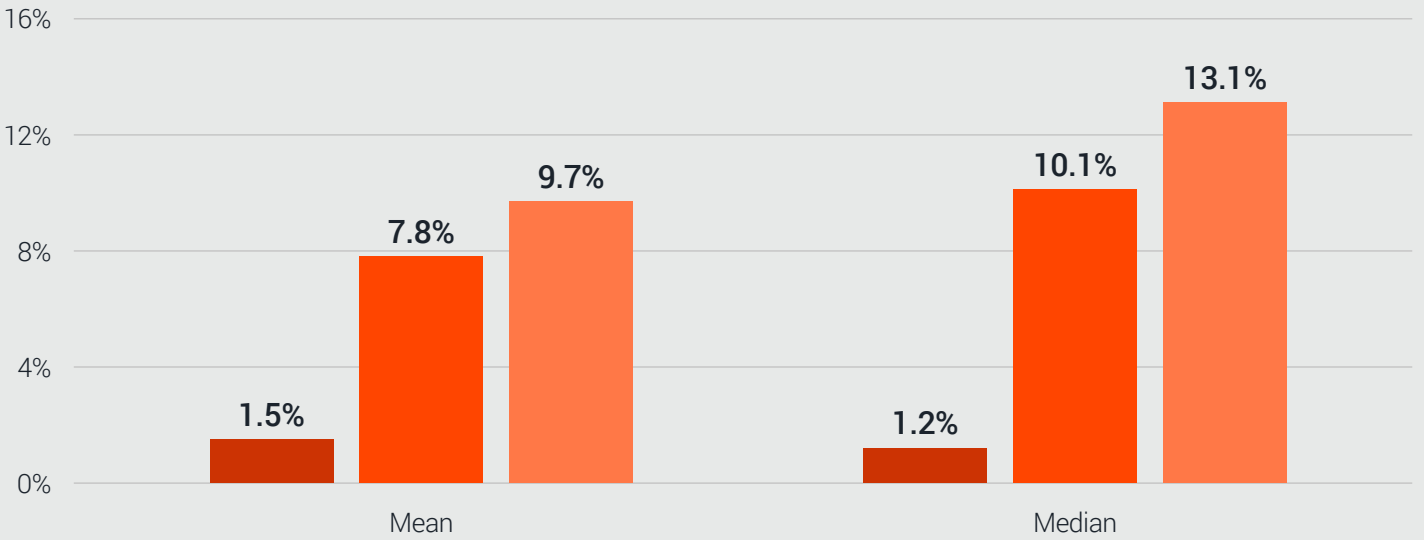
## Median hourly pay



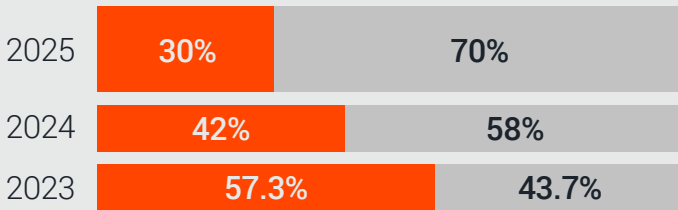


## Year-on-year gender pay gap

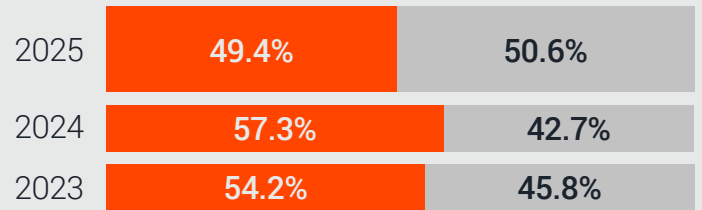
2023 2024 2025



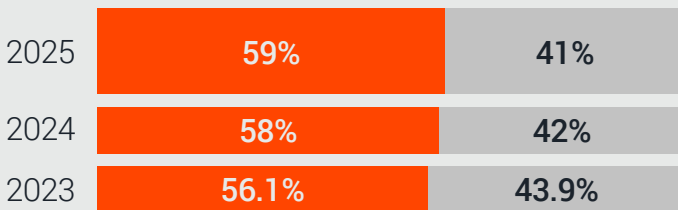
### Upper quartile



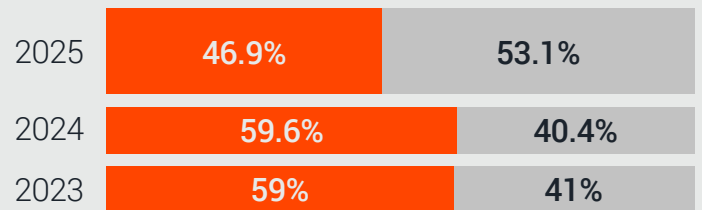
### Upper middle quartile



### Lower middle quartile



### Lower quartile





We are striving to decrease our gender pay gap and have series of new initiatives and process improvements in place to achieve this.

We are committed to ensuring **fair representation of all genders** across hiring, promotion, and talent development processes. This includes striving for **balanced representation on recruitment panels**—with consideration for gender, ethnicity, and background—to promote equitable assessment and mitigate unconscious bias. Additionally, we will **identify external forums, communities, and universities** to partner with as channels for hiring underrepresented groups. As part of this effort to address gender imbalance, we will collaborate with agencies to enhance the pipeline of qualified female candidates, where suitable.

We recently completed a rebrand of our organization to better reflect our modern, dynamic identity and to appeal to future talent. At our most recent external

workshop in London, we featured an all-female panel composed of some of our most senior leaders in technology and product. We hope that showcasing our female leaders will inspire more women particularly in the tech sector to consider a career with us at CDP.

Finally, as part of our broader gender pay gap action plan, we are improving our gender pay gap monitoring through structured **reporting tools**, including a **new starters report** to help us assess gender balance in hiring, and a **leavers/turnover report** to enable us to analyze exit trends. We are also focused on **improving talent pipelines initiatives**, particularly for roles where female representation is low.

These targeted, data-driven actions reflect our commitment to fostering a fair, inclusive workplace and closing the gender pay gap through structural, systemic change.

**Declaration:**

We confirm that the 2025 pay gap data reported is accurate and in line with government regulations.

**James Miller**  
Chief People Officer

**Sherry Madera**  
CEO





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## About CDP

CDP is a global non-profit that runs the world's only independent environmental disclosure system. As the founder of environmental reporting, we believe in transparency and the power of data to drive change. Partnering with leaders in enterprise, capital, policy and science, we surface the information needed to enable Earth-positive decisions. We helped more than 24,800 companies and almost 1,000 cities, states and regions disclose their environmental impacts in 2024. Financial institutions with more than a quarter of the world's institutional assets use CDP data to help inform investment and lending decisions. Aligned with the ISSB's climate standard, IFRS S2, as its foundational baseline, CDP integrates best-practice reporting standards and frameworks in one place. Our team is truly global, united by our shared desire to build a world where people, planet and profit are truly balanced.

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