

# CDP 2024 UK Gender Pay Gap

March 2025





# Median pay gap is 10.1%; mean pay gap is 7.8%

This report outlines our gender pay gap figures for 2024, in compliance with UK gender pay gap reporting requirements. As of April 5 2024, we had 354 employees: 192 female and 162 male.

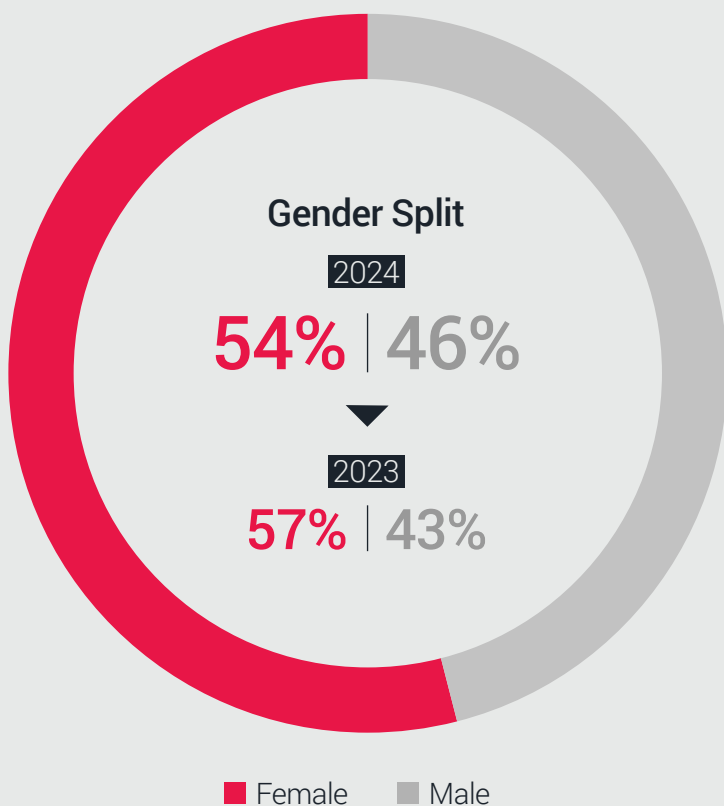
Within this report we share the mean and median gender gaps (defined as male/female) in hourly remuneration (which includes both pay and any bonus paid over the reporting period) for all CDP employees in the UK. Employees are all those paid through CDP's UK payroll.

CDP is dedicated to fostering an inclusive, diverse workplace with fair pay practices. While we maintain a balanced gender representation, this year's figures reflect an increased pay gap due to changes at senior levels.

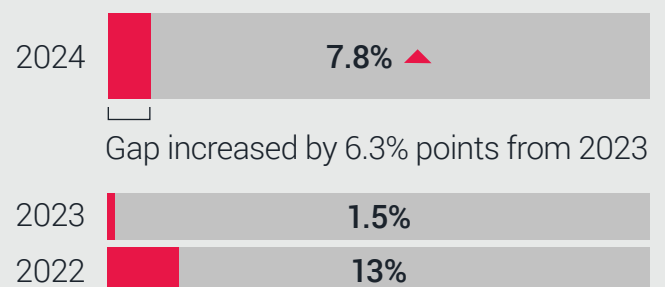
## 2024 UK Gender Pay Gap Figures

Mean Gender Pay Gap:  
**10.1%**

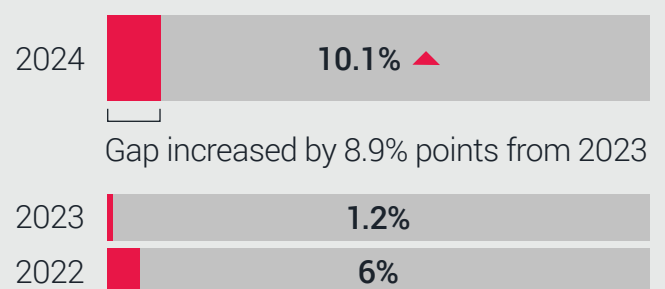
Median Gender Pay Gap:  
**7.8%**



## Mean hourly pay



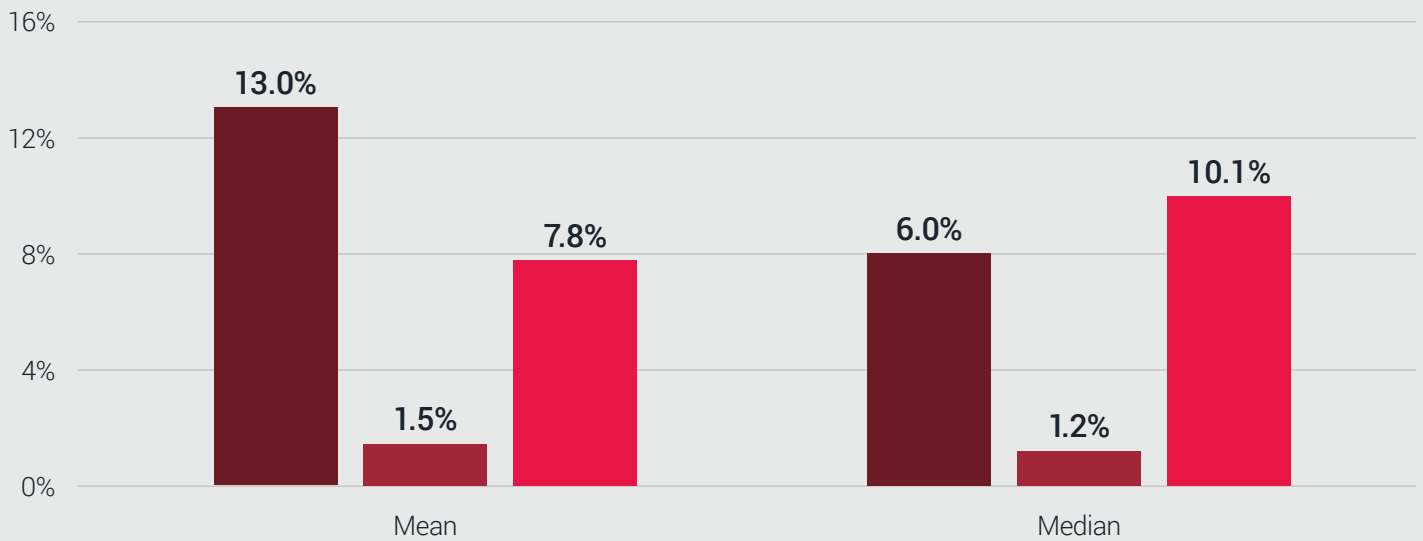
## Median hourly pay



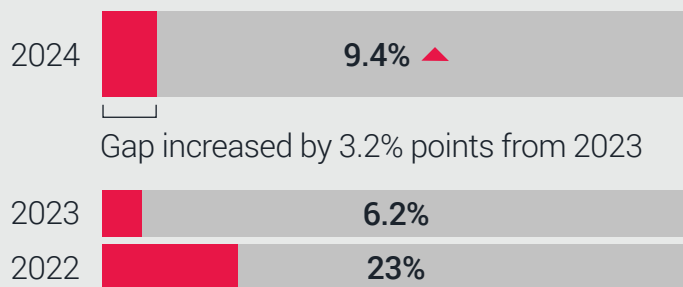


## Year-on-year gender pay gap

2022 2023 2024

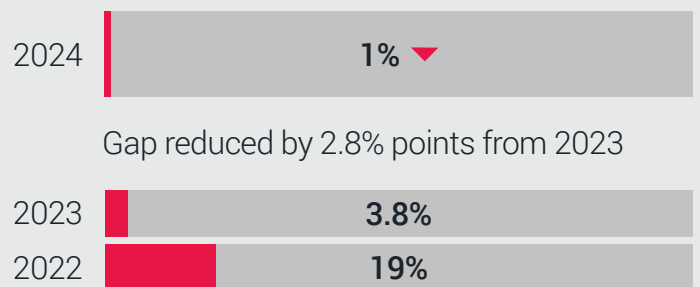


## Mean bonus pay

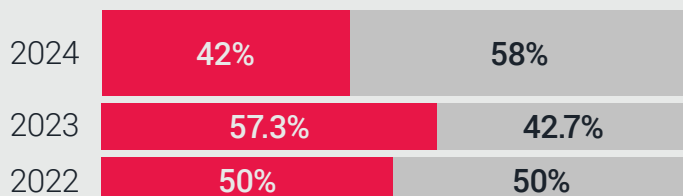


## Median bonus pay

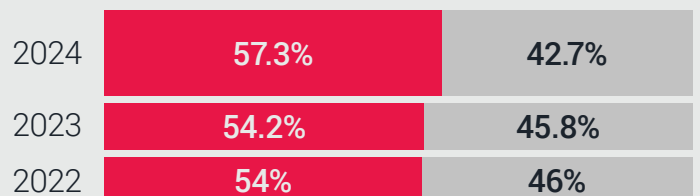
Female Male



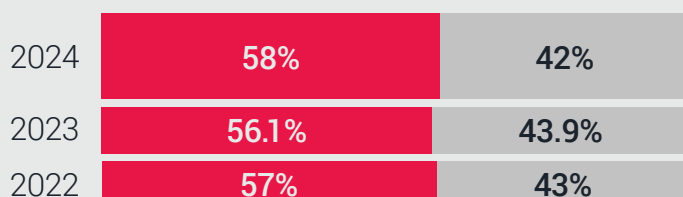
## Upper quartile



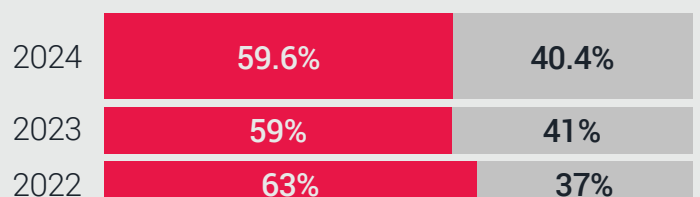
## Upper middle quartile



## Lower middle quartile



## Lower quartile







Our gender pay gap has increased compared to the previous year. During the reporting period, we underwent some structural changes, and this resulted in a number of roles being eliminated and employees leaving the organization. These changes affected a number of roles occupied by females. During the same period, we saw a number of employees join the organisation and many of these were males. This has led to the increase in the gender pay gap.

As senior roles typically command higher salaries, these shifts have impacted the overall pay gap. However, this does not indicate unequal pay for men and women in equivalent roles but rather a change in representation at senior levels.

CDP remains committed to reducing the gender pay gap and promoting equal opportunities. To support this, we will release our next gender pay gap report earlier in 2025 and include a detailed action plan outlining our initiatives.

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**Declaration:**

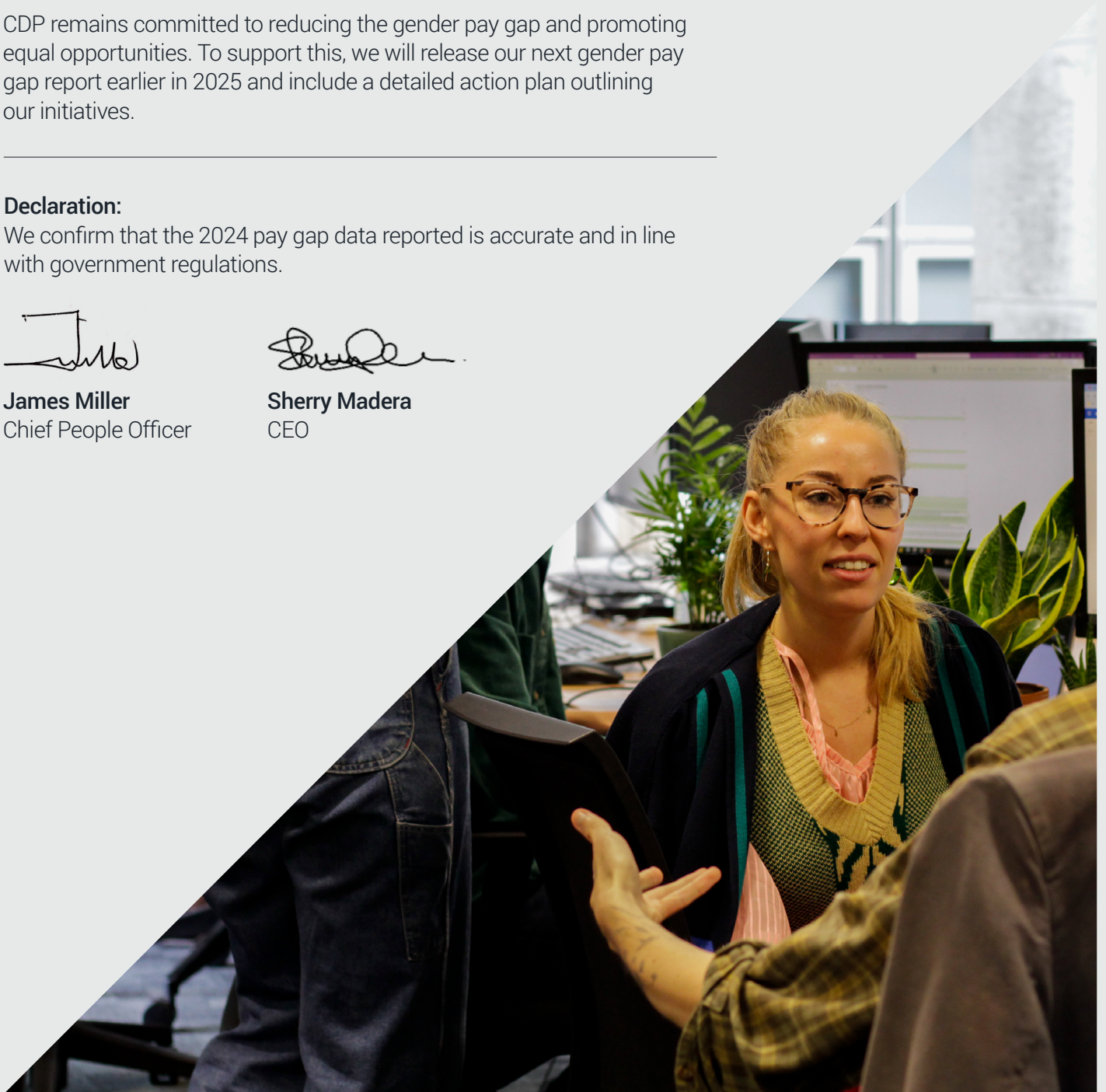
We confirm that the 2024 pay gap data reported is accurate and in line with government regulations.

A handwritten signature in black ink, appearing to read 'J Miller'.

**James Miller**  
Chief People Officer

A handwritten signature in black ink, appearing to read 'Sherry Madera'.

**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 1,100 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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