

GENDER PAY GAP REPORT

For the first time, Crosstown are publishing a Gender Pay Gap report. We are not legally required to provide one, but we are proud of our team and what they have achieved.

62% of our 161 colleagues identify as female with a pay gap of 7%. This is an improvement from 59% female and a pay gap of 13% from our last internal report (August 2023). We recognise more needs to be done.

Women are well represented in senior roles. 83% of the team reporting to the CEO are women and our board of directors is chaired by a woman, Beatrice Lafon.

During 2024, we will continue to work towards reducing our gender pay gap by

- Supporting all colleagues with progression plans, taking a fair approach.
- Reducing the risk of bias during hiring processes.
- Rejecting single-gender short-lists presented by recruitment companies. This is still happening in 2024.

Our people make our business grow and we aim to ensure everyone feels included, can bring their whole selves to work and achieve their goals.

& of women in each pay quarter

Lower pay quarter	72.50%
Lower mid quarter	50%
Lower mid quarter	50%
Upper quarter	56.10%

