

# Gender Pay Gap 2025

July 2025

## Background

Action Sustainability is a dynamic and expanding consultancy, recognised with the Queen's Award for Enterprise in 2022, that specialises in driving sustainable supply chains and transforming business performance through sustainability.

The business delivers impact through three core service lines:

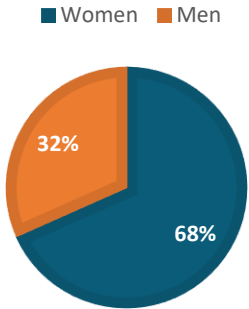
- Sustainability Consultancy: partnering with clients to achieve ambitious sustainability goals, with a strong emphasis on responsible supply chains.
- Supply Chain Sustainability School: an award-winning collaboration platform that equips the built environment sector with knowledge and skills to advance sustainability.
- Sustainability Tool: a powerful platform that helps clients track, measure, and enhance their own and their suppliers' sustainability performance.

Headquartered in London, with offices in Newcastle and a new presence in Dublin, Action Sustainability continues to grow its international reach.

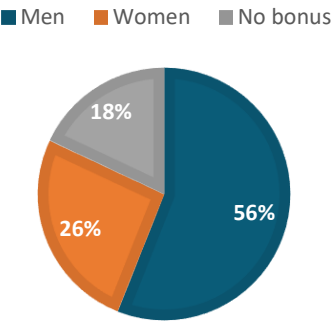
At the time of reporting, the team comprised 61 employees, including 15 new joiners in the period, reflecting the business's growth trajectory. With a hybrid working model and employees based outside the UK, Action Sustainability champions progressive employment practices and fosters a flexible, inclusive culture.



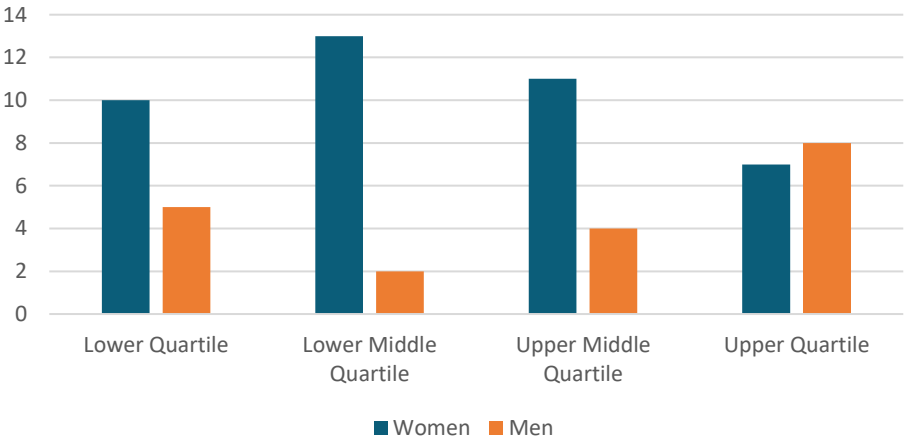
TOTAL



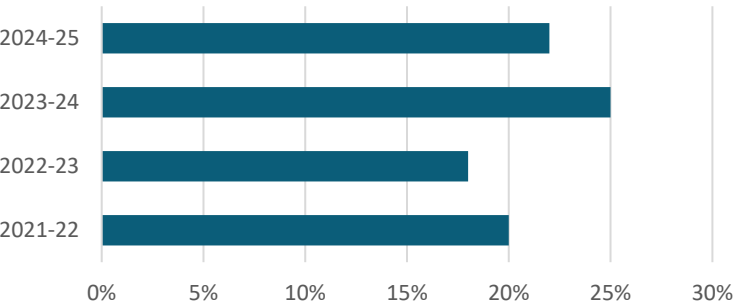
% BONUS



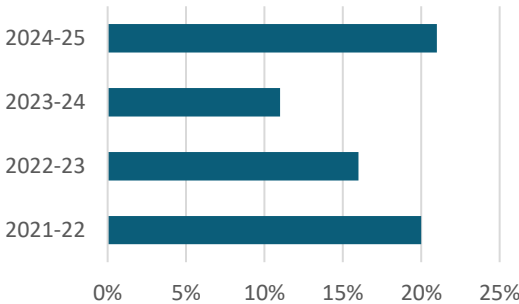
GENDER DISTRIBUTION BY QUARTILE



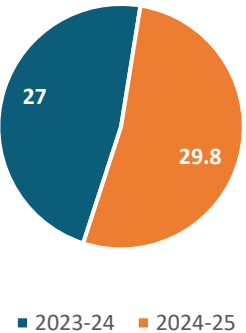
MEAN GENDER PAY GAP



MEDIAN GENDER PAY GAP



BONUS PAY GAP



## Narrative

Action Sustainability employed 61 people during the reporting period, of whom **68% were women**, maintaining its status as a predominantly female-oriented business. The senior leadership team currently comprises 2 women and 4 men, reflecting ongoing efforts to improve gender balance at the top levels. The **mean** gender pay gap stands at **22%**, while the **median** gender pay gap is higher at **21%**.

In the upper middle quartile, women are paid more than men, though the number of women (7) is just slightly lower than men (8) in the upper quartile. This indicates positive progress in female representation and pay at this level, helping to narrow the overall pay gap. However, the overall gender pay gap is influenced by fewer women in the upper quartile and the presence of male business owners and senior managers.

This year, a higher proportion of our female employees received a bonus (56%) compared to male employees (26%), reflecting our broad and inclusive approach to recognising performance and contributions across the business.

The business remains committed to driving growth, providing excellent employment conditions, and upholding strong equality and diversity practices.



**Thanks for your attention**

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