



# Gender Pay Gap Report 2025

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CC33 Global Limited  
Reporting Date: 5 April 2025



# Introduction

This report outlines our gender pay gap in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

The gender pay gap measures the difference in average pay between men and women across the organisation.

It is distinct from equal pay, which relates to men and women receiving the same pay for the same or equivalent work.



# Headline Results

Mean Gender Pay Gap: 2.49%

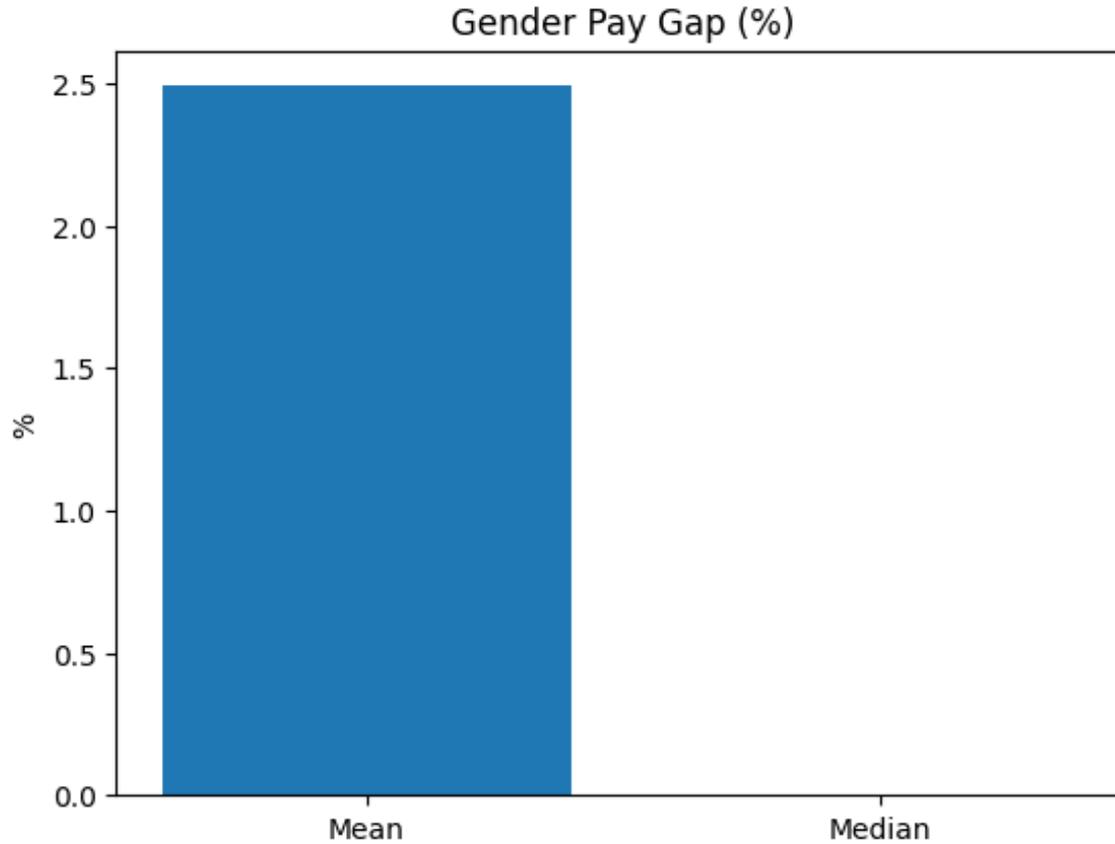
Median Gender Pay Gap: 0%

Our data shows a low overall gender pay gap.

However, representation varies across different levels, with a higher proportion of men in senior roles.



# Gender Pay Gap (%)





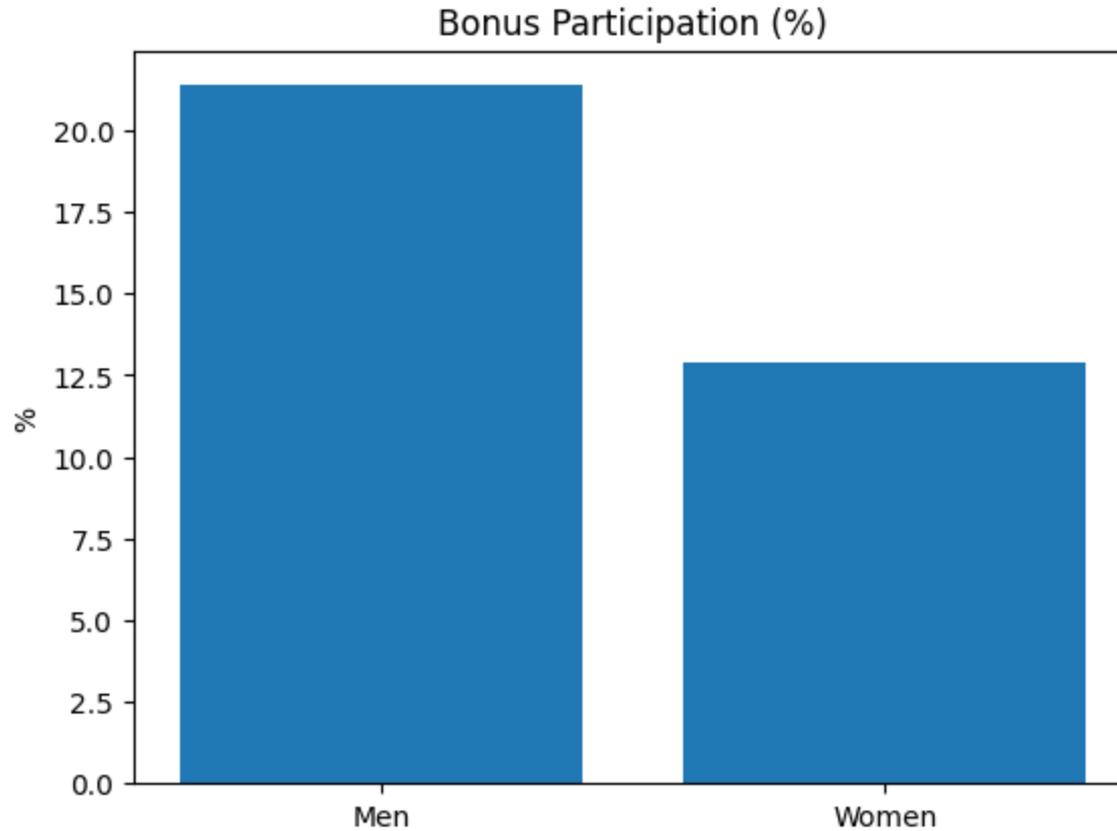
# Bonus Overview

- Mean Bonus Gap: 42.6%
- Median Bonus Gap: 0%
  
- Men receiving bonus: 21.37%
- Women receiving bonus: 12.90%

Differences reflect the distribution of roles eligible for bonus rather than unequal pay.



# Bonus Participation (%)

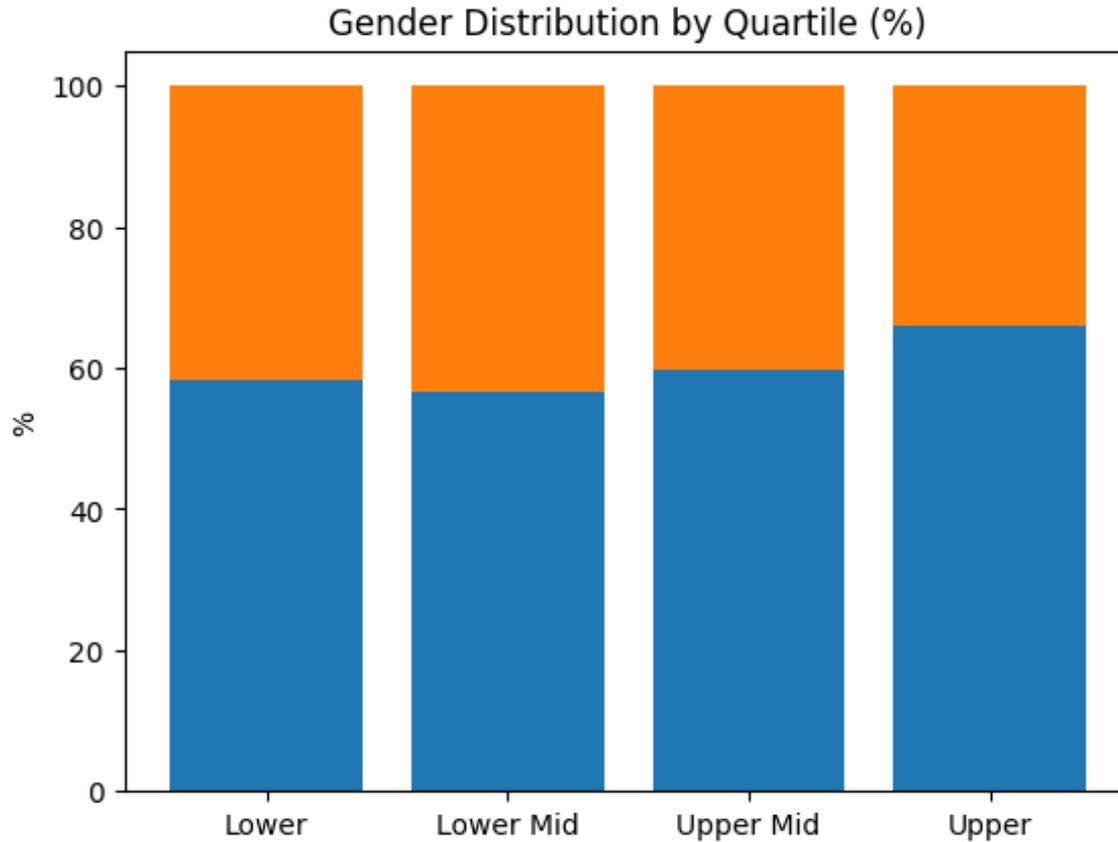


# Pay Quartiles

Quartile	Women	Men
Lower	41.8%	58.2%
Lower Middle	43.3%	56.7%
Upper Middle	40.2%	59.8%
Upper	34.0%	66.0%



# Gender Distribution by Quartile (%)





# Statement from Commercial Director

At CC33 Global, we remain committed to ensuring fairness, transparency and equality across our workforce.

Our 2025 data shows a low overall mean gender pay gap of 2.49% and no median pay gap, demonstrating that men and women are paid equally for comparable roles.

While our overall pay gap is low, our data highlights that gender representation varies across different levels, with a higher proportion of men in senior roles. We recognise this as an area of focus and will continue to support progression and development opportunities across all levels.

We remain focused on supporting progression, promoting flexible working, and ensuring fair and inclusive recruitment.

Giovanni Russo