

Gender Pay Gap Report 2025

Published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The calculations of gender pay gap are based on a snapshot of payroll data at 5th April 2025.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	3.07%
Difference in Median hourly rate of pay	2%
Difference in bonus pay - Mean	-105.8%
Difference in bonus pay – Median	-54.5%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	5%	4.3%

Pay Quartiles	Male	Female
Lower Quartile	36.8%	63.2%
Lower Middle Quartile	42.1%	57.9%
Upper Middle Quartile	38.2%	61.8%
Upper Quartile	49.3%	50.7%

I confirm that ASA's gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Iain Moir
Managing Director

