



CROOM
MEDICAL



Gender Pay Gap Report

November 2025

Gender Pay Gap Report | Croom Medical 2025





At Croom Medical we are committed to building a truly diverse and inclusive workforce. We will continue to strive to improve our gender equality. We understand that female representation at all levels is a key driver to improve our Gender Pay Gap.



Snapshot Date: 30 June 2025

Total Employees: 119

Employee Gender Distribution

 Male	 Female
77 (64.7%)	42 (35.3%)

Gender Distribution by Pay Quartile

Quartile	 Male	 Female	% Male	% Female
Lower Quartile	18	12	60.0%	40.0%
Lower Middle Quartile	16	14	53.3%	46.7%
Upper Middle Quartile	21	9	70.0%	30.0%
Upper Quartile	22	7	75.9%	24.1%



Gender Pay Gap Metrics

Metric	Value
Mean Gender Pay Gap	14.81%

Metric	Value
Median Gender Pay Gap	12.95%
Mean Bonus Gap	-0.86%
Median Bonus Gap	0%



What's Driving the Gap?

- More men than women in higher pay quartiles
- Gender split is more balanced in lower quartiles
- This distribution influences the overall pay gap

Our Commitment

- Monitoring pay practices
- Promoting equal opportunities
- Supporting career progression for all employees
- Reviewing recruitment, promotion, and reward policies to address any underlying causes of the gender pay gap

