

The Gender Pay Gap Report

In April 2017, the Government introduced new Gender Pay Gap Regulations which requires UK companies with 250 or more employees to report their gender pay gap information on an annual basis.

The methodology used in the creation of the data for this report follows the UK Government guidance. We calculate Gender Pay Gap in two different ways, using the median and also the mean:

Median – to calculate the median all women in Q-Park were arranged in order of pay, and then the same for all men. The median pay is taken as the pay for the individual in the middle of each group.

We then compare these two values to calculate the median gender pay gap.

Mean – to calculate the mean the pay for all women in Q-Park is added together and then divided by the number of women, and then the same for all men.

The mean gender pay gap compares these two values.

For each a positive figure means that men are paid more on average than women. A negative figure means that women are paid more on average than men.

The following figures show;

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in the mean and median bonus payments
- The total distribution of bonuses to men and women
- The percentage of men and women in each pay quartile.

Our Workforce

Q-Park UK had 376 colleagues employed on the snapshot date of 5th April 2024. 318 were Male (84.5%) and 58 female (15.5%). 85% of Q-Park's colleague population comprises of customer facing operational roles, 90% of which are occupied by men.

Of our 376 colleague, 347 colleagues were classed as "full pay relevant employees".

Q-Park 2024 Gender Pay Report

Mean and Median Pay Gap

Mean hourly pay difference	-17.65%
Median hourly pay difference	-3.84%

Bonus

Bonus Mean	-83.31%
Bonus Median	-191.73%
Proportion of males receiving a bonus	83.33%
Proportion of females receiving bonus	79.31%

Gender Pay by Quartiles

This table illustrates the pay distribution by gender across Q-Park in four equally sized quartiles

	Lower	Lower Middle	Upper Middle	Upper
Male	89.6%	83.9%	89.6%	77.9%
Female	10.4%	16.1%	10.4%	22.1%

Summary and Q-Park Organisational Context

When reviewing our results, we recognise that our pay gap is negative showing women who work at Q-Park are on average, paid more than men. This is largely due to women making up a smaller percentage of our overall workforce and then typically holding more senior or head office-based roles versus our operational roles.

This results in a significantly higher mean hourly rate for females than males, leading to a negative percentage difference and a similar pattern can be seen with bonus pay. In the reference period for April 2024, we see a similar distribution of bonus across men and women, 83% compared to 79% respectively.

The percentage of women receiving bonus has dropped nearly 9% from 88.33% in 2023, this is mostly due to the smaller proportion of women making up the overall employee base in the business versus a slight increase in men. The main factors for the reduction for women in receipt of bonus is attrition, alongside entry into the business after annual bonus scheme cut-off dates.

We ensure equal and fair pay for all colleagues and guarantee they have access to the same opportunities and benefits. 85% of our workforce at Q-Park are Operational colleagues these colleagues are paid the appropriate h base pay determined by the role and level of work, we pay all colleagues over the National Living Wage and our pay rates are reviewed annually and applied consistently across our colleagues.

Our Actions

We remain committed to fostering an inclusive culture, where everyone feels like they belong.

Our Workforce

We are proud that we have a multi-generational workforce, spanning 4 generations. We recognise that this valuable mix of generations within our teams fosters a diversity of perspectives, creative problem-solving and innovation. We commit to continue to ensure our ways of working support the attraction and retention across all generations.

Pay & Reward

We are committed to providing equal pay for all and to continuing to paying above NLW for all colleagues.

Mental Health

We take our responsibilities to colleagues' wellbeing seriously. All colleagues have access to a confidential Employee Assistance Programme with options for virtual or face to face counselling and support for a wide variety of issues, including mental health support.

Our trained mental health First Aiders offer support, signpost information, and share the guides and resources. In our recent engagement survey, we received positive feedback from colleagues who felt Q-Park cares about their overall wellbeing they trusted their manager to support them when needed.

Performance Management

Our performance appraisal has been cascaded across the entire business in 2025. This ensures every colleague receives regular performance feedback and has dedicated quality time with their line manager to focus on their performance and development. The commitment of regular time and feedback provides a supportive approach for our colleagues. Our colleagues are recognised for their performance and commitment to our values and are given opportunities to develop their careers to reach their potential. The performance appraisal will support us with data that will inform decision making around our talent and will feed into inclusive succession planning.

Talent Acquisition

Like the parking industry overall, Q-Park has traditionally struggled to balance gender, with men across most job-levels having much higher rates of employment than their female counterparts.

We continually review and update our policies and practices to ensure we attract and retain the best talent, removing barriers to entry and the impact of bias within our recruitment processes. Assessment and selection is merit based, ensuring we identify the person who is the best fit for the role and that they have the right skills, knowledge and behaviours to thrive at Q-Park.

In 2025 we are investing in our onboarding systems which will further enable us to report and act on diversity within our workforce in future, such as race and disability data.

Q-Park prides itself on being an organisation where people can thrive and develop regardless of their gender or background, we continue to review our pay ensuring it is fair and equitable for all colleagues. We are committed to reporting our gender pay gap on an annual basis and confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.