



Gender Pay Gap 2024 - 2025

The Alliance has seen significant changes in leadership over the past year, which have had a direct impact on our gender pay gap figures. Leadership transitions, particularly at senior levels, can influence the overall pay distribution and median pay gap due to differences in salary structures and the proportion of men and women in higher-paying roles.

Because of these changes, our median gender pay gap has significantly reduced, reflecting our continued commitment to equity. However, the mean gender pay gap figure highlights the ongoing need to ensure balanced representation across all pay quartiles. This report provides a breakdown of our current gender pay gap figures and quartile distribution.

Employee Headcount	500+
Difference in hourly pay (mean)	5.3%
Difference in hourly pay (median)	1.3%

Percentage of women each pay quarter	
Lower hourly pay quarter	98.5%
Lower middle hourly pay quarter	89.8%
Upper middle hourly pay quarter	74.8 %
Upper hourly pay quarter	70.9%

Bonus pay	
Women receiving bonus pay	0
Men receiving bonus pay	0
Difference in bonus pay (mean)	0
Difference in bonus pay (median)	0