



Vialto Partners UK Gender Pay Gap Report 2024/2025

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VIALTO
PARTNERS



Preface

This is the second year that we are reporting our Gender Pay Gap. The data relates to our Client Services and Functional employees in the UK. A total of **581 employees** were included in the analysis, with **58% women** and **42% men**.

Diversity, Equity, Inclusion, and Belonging (DEIB) are core to our stated purpose: to spark growth and create meaningful impact for individuals, businesses, and communities across the globe.

We are dedicated to fostering inclusivity and expanding opportunities for females. Our commitment to DEIB expands further than gender to include individuals from diverse backgrounds, including people with disabilities, and those representing a wide range of racial, gender, and ethnic identities.

- We strive to attract, develop, and retain a diverse workforce
- We embrace and encourage our employees differences
- We stand against and will not tolerate discrimination or harassment against anyone
- We have a responsibility to treat others with dignity and respect
- We believe everyone should be their authentic selves
- We encourage our people to speak up and effect change
- We leverage people's differences to create an environment in which our people are inspired to change the world



Our Gender Pay Gap

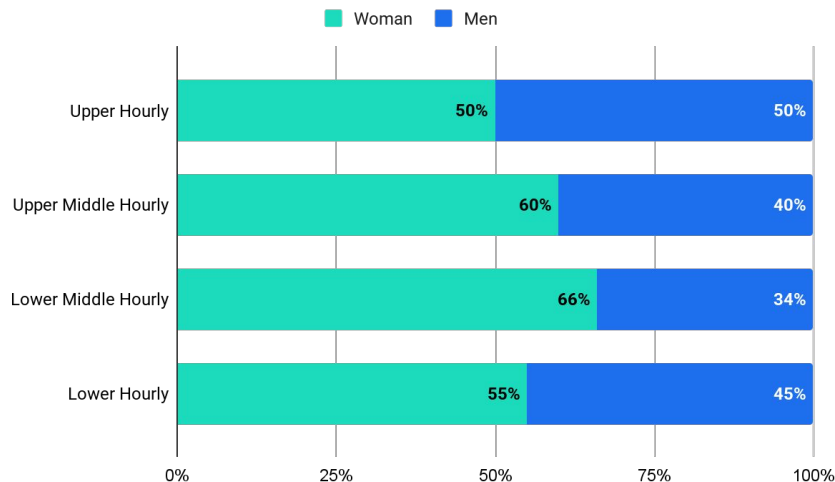
Gender pay gap:

Vialto Partners UK	Hourly Pay	Bonus Pay
Mean	13.0%	29.3%
Median	7.2%	17.6%

Percentage receiving bonus:



Each hourly pay quartile:



Our gender pay gap is largely driven by pay differences at the highest senior job levels, and in particular due to a higher number of male Directors and Partners with global or regional leadership roles in this reporting period. The Gender Pay Gap is different from equal pay, and we believe that these pay gaps do not represent pay inequity between men and women. We are fully committed to ensuring that men and women are paid the same for work of equal value.

Closing our Gender Pay Gap

At the core of our success is our commitment to fostering a culture of inclusion and belonging for all employees. Through a variety of ongoing initiatives, we are enhancing our collaborative efforts to ensure that every team member feels valued and supported in reaching their full potential.

We are dedicated to talent development and have recently introduced several new initiatives, including global Career Transition Milestone Programs, a leading AI Career Navigator tool, and innovative Learning Pathways.

We take pride in the strong representation of women within our UK operations across all levels. Over the last 12 months, 51% of our new hires in the UK were female. In July 2024, we promoted two new partners, both female, further strengthening our commitment to gender diversity. Our UK partners are now 50% female.

Flexibility is a fundamental aspect of our employee value proposition. We offer a range of flexible working options, including Everyday Flexibility, Part-Time Hours, Hybrid Working, and Summer Working Hours. We believe that our dedication to flexibility is instrumental in removing barriers to gender equality, enabling employees to balance their professional and personal commitments, and fostering a more inclusive and diverse workforce.

We will continue to prioritise the attraction, retention, and development of diverse talent. We are confident that our ongoing efforts will contribute to reducing our Gender Pay Gap over time.

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Statutory Disclosure

I confirm that the information and data reported in the statutory disclosures for CD&R GALAXY UK OPCO LIMITED (trading as Vialto Partners) are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Olivia Clarke

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CHRO



Thank you



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