



GENDER PAY GAP

2025

WHY ARE WE DOING THIS?

In 2017 new legislation was introduced requiring all UK companies employing over 250 employees to publicly report on their gender pay gap.

The legislation requires us to report our mean and median pay gap, bonus mean and median pay gap, the percentage of male and female employees who received a bonus payment and the percentage of males and females in each quartile.

UNDERSTANDING GENDER PAY REPORTING

What is the difference between equal pay and a gender pay gap?

Equal Pay

Equal pay is paying males and females equally for like work, work of equal value and work rated as equivalent. There has been legislation outlining equal pay obligations in the UK for nearly 50 years.

Gender Pay Gap

A gender pay gap looks at the differences in pay between genders across groups of employees irrespective of the work they perform.

Mean Pay Gap

If we add together all the hourly rates of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.

HOW IS THE BONUS GAP CALCULATED?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues.

We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population).



HOW ARE THE MEDIAN AND MEAN PAY GAPS CALCULATED?

The median is the middle point of a range of numbers and the mean is the average of a range of numbers. How do we calculate this for gender pay gap reporting?

Median pay gap

If all of our male employees stood in line in order of lowest hourly rate earned to highest and all females did the same, the median pay gap (as a percentage) is the difference between the middle colleague on the male line and the middle colleague on the female line.

HOW ARE THE PAY QUANTILES CALCULATED?

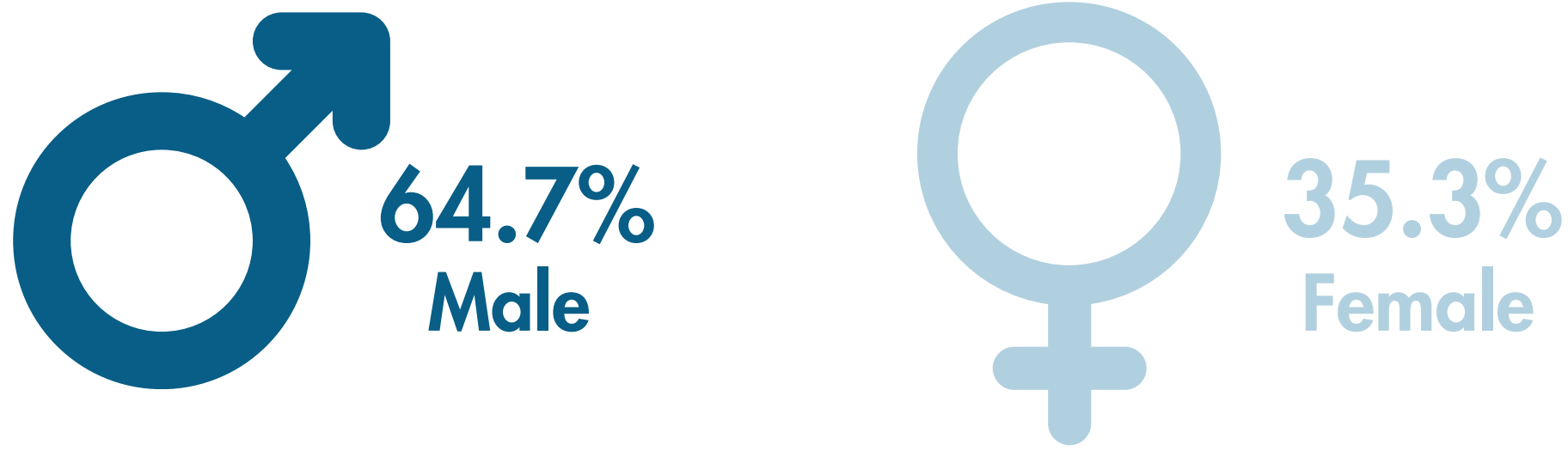
Pay quartiles are calculated by dividing all employees into four equal groups based on their hourly pay, ranked from lowest to highest. This creates four bands, each representing 25% of the workforce.

The lower quartile represents the lowest paid 25%, the upper quartile the highest paid 25%, and the middle two quartiles represent the remaining 50%.

Gi GROUP RESULTS 2025

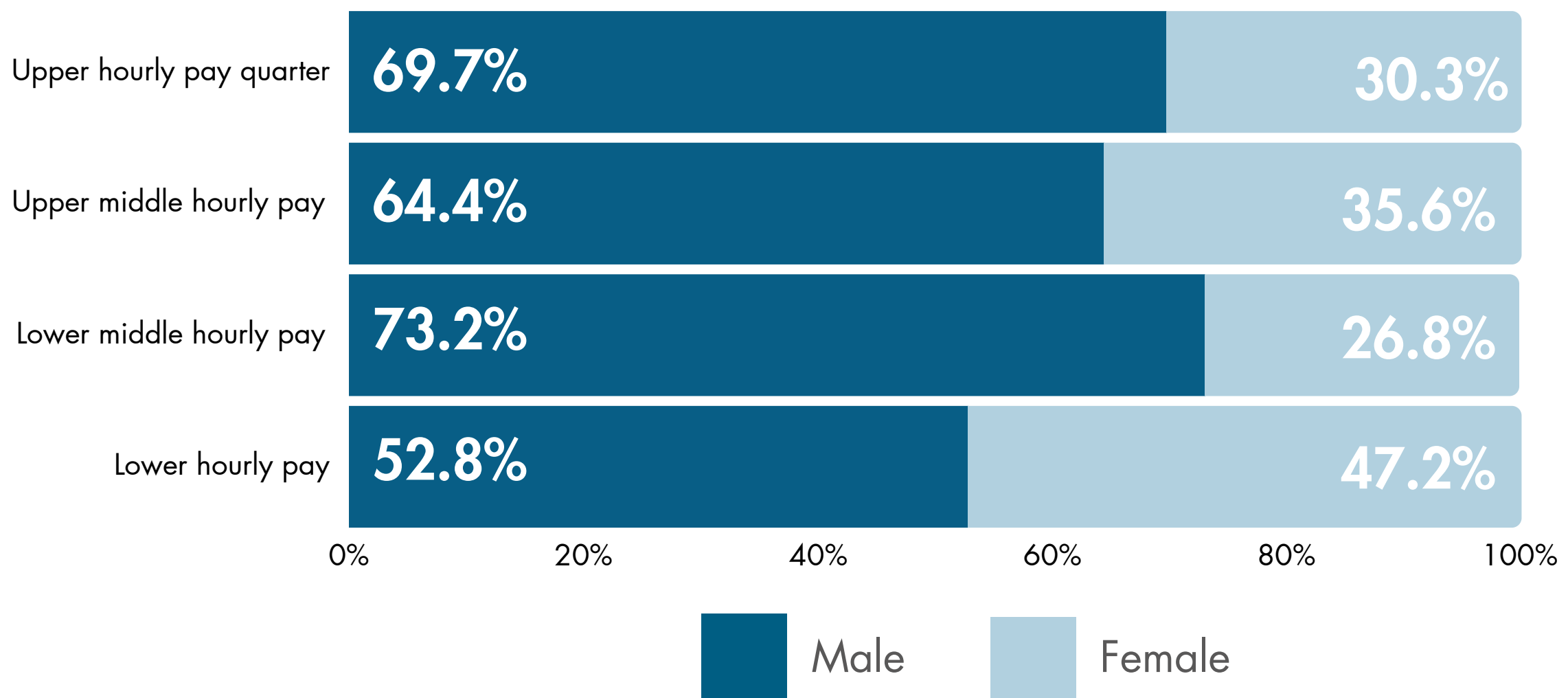
The following data covers Gi Group UK.

PERCENTAGE OF ALL OUR MALE AND FEMALE EMPLOYEES:



PAY QUANTILES:

The percentage of all male and female colleagues within each quartile pay band is:



GENDER PAY GAP

MEDIAN PAY GAP (hourly pay)



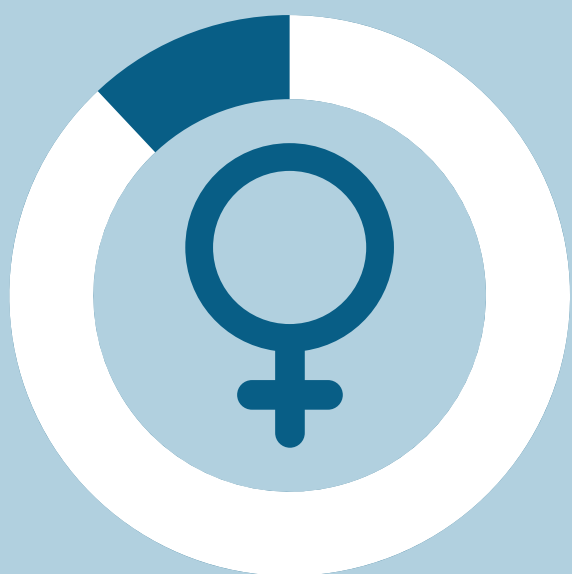
MEAN PAY GAP (hourly pay)



As part of our mission to support the evolution of the labour market and to emphasise the personal and social value of work, we are partnering with our customers to explore opportunities to redress stereotypes and break down actual or perceived gender barriers.

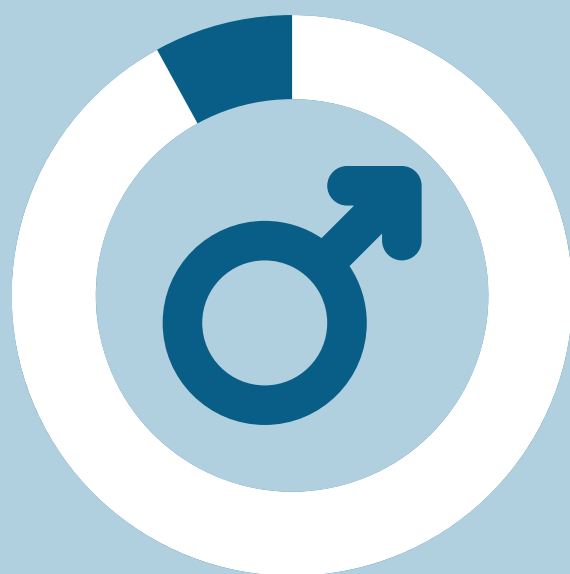
BONUS PAY GAP

% of workers who receive a bonus



Female

12.2%



Male

8.0%

MEAN BONUS GAP



MEDIAN BONUS GAP

67p Higher



Women

£1.67 for every **£1**



Men

Our bonus pay gap data is based on all bonuses paid to Gi Group UK employees. This includes our temporary and permanent workers, although bonus payments to this population remain atypical.

All of our bonus schemes remain gender neutral by design and look to reward performance.