

Gender Pay Gap

The SR Group (UK) Limited

April 2025



What's is the Gender Pay Gap report

UK employers with over 250 employees are required to publish their Gender Pay Gap (GPG) figures annually both on the GPG website and their own website. Figures for this report are calculated based on a snapshot date of 5th April 2024.

Definitions

GPG – gender pay gap

Mean – This means the average based on total relevant male or female hourly pay or bonus divided by the respective number of males or females.

Median – This means the middle point male or female based on listing all relevant males and females, respectively, from highest to lowest paid (in terms of hourly pay or bonus).

Quartile – This means all males and females are listed from highest to lowest paid based on their hourly pay and are then divided into 4 equal quartiles – we are then required to report on the % of males and females in each quartile.

What is included in this report

We employ internal staff who work directly for us as recruiters and in our business services functions and we also source candidates to work for clients in permanent and interim roles, including temporary agency workers who we place on temporary assignments with our clients. Due to the broad definition of an “employee” in GPG legislation, we are required to include those temporary agency workers in the figures of our GPG report. We are not, however, required to include contractors who fall outside of IR35 and work through a limited or personal service company. Reference to “temps” in this report is therefore a reference to agency workers only.

We work with hundreds of organisations of all sizes across multiple industries and sectors supplying clients with temps at all levels from our various specialist recruitment brands and, subject to the Agency Worker Regulations 2010, we have very little control over how much those temps are paid. We therefore consider it helpful to also provide our GPG results excluding temps (i.e. our internal employees only) as we believe that is more reflective of how we pay our employees.

FAQs are provided throughout to help you understand how the figures are calculated and what they mean.

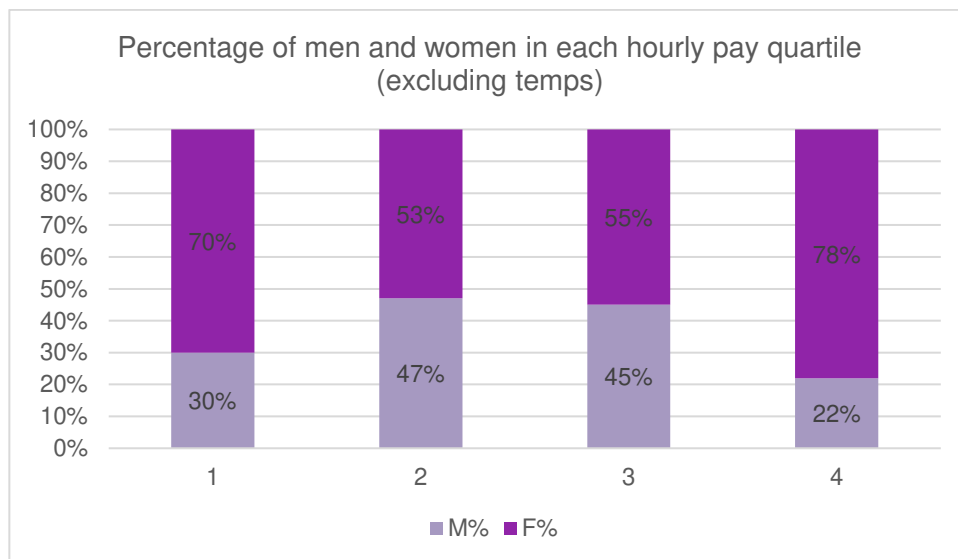
Our Gender Pay Gap – Excluding Temps

Hourly pay

Mean (average) GPG	Median GPG
Men earn 6% less than women.	Men earn 11% more than women

There was a negative mean hourly pay gap in April 2024, where males earned 6% less than females on average and a positive median GPG, where the middle earning male earned 11% more than the middle earning female.

There are more females in all quartiles than compared with men. See table below.



Bonus Pay

Mean (average) GPG	Median GPG	Gender split
On average, men received 27% higher bonuses than compared to women.	Median male earned £8,750 more than the median female in bonus pay.	7% more women receive bonuses compared to men.

There was a positive mean and median bonus pay gap for the 12 months preceding April 2024, where men received 27% higher bonuses than females on average and the median male earned a £8,750 higher bonus than the median female. 7% more women received bonuses compared to men.

We strive to ensure that there is equal pay and that appropriate bandings are in place from a salary perspective and that our bonus terms, criteria and targets are fair throughout the business. However, as fee earner bonus schemes are based on personal performance, we cannot control entirely how much male and female fee earners will earn from quarter to quarter as their bonuses may fluctuate depending on how well they bill/perform.

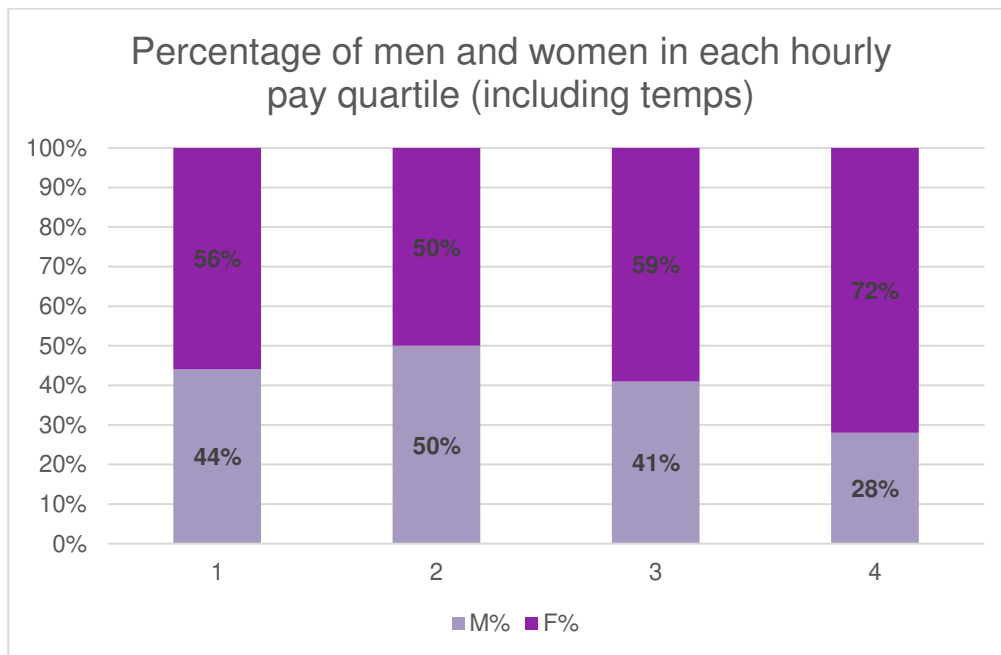
The snapshot date for GPG reporting includes any quarterly bonuses paid to fee earners in April in hourly pay calculations but does not include any annual bonuses paid to non-fee earners which are not paid in April.

Our Gender Pay Gap – Including Temps

Hourly pay

Mean (average) GPG	Median GPG
Men earn 9% more than women on average across the hourly paid group.	Men earn 17% more than women.

These figures above include all temps we place on assignment with or clients.








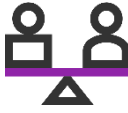



Our gender split data shows that, including temps, there were more females than males in quartile 1, 3 and 4. In quartile 2, the amount of male and female employees is the same.

Bonus pay

Mean (average) GPG	Median GPG	Gender split
50% of men received a bonus 66% of women received a bonus	Median male earned 56% more than the median female in bonus pay	16% more women received a bonus payment

How we support female talent

<p>Parental Leave Support</p>  <p>In 2024 we launched our further enhanced maternity pay. Employees going on maternity leave will benefit from a 3-tiered maternity pay structure:</p> <ul style="list-style-type: none"> – 13 weeks paid at 100% – 13 weeks at 50% – 13 weeks at SMP <p>We also enhanced our paternity / partner pay and leave arrangements to provide more flexibility for dads and partners to allow for better support to primary carers.</p>	<p>Support Leave</p> <p>We want to support all our employees who have care responsibilities which is why we have enhanced our Support Leave to 10 days fully paid for all staff.</p> <p>This leave can be used to care for a parent, a child with disabilities, fertility treatments, loss of a baby/pregnancy.</p> 	<p>Talent in Pipeline (TIP)</p>  <p>To ensure that all promotions are transparent and based on merit, we assess the pipeline of talent twice annually, with a keen eye on the balance of promotions from a gender perspective.</p> <p>There was a total of 22 promotions in January 2025. 81% of these promotions were women.</p>	<p>Belong</p>  <p>In 2024/2025 we launched 'Belong', our global initiative to put diversity, equity, and inclusion at the heart of our business, making it business as usual.</p>	<p>Our mentoring programme</p>  <p>We recognise the value of diverse thinking and that managers cannot be all things to all people. Our refreshed internal mentoring scheme enables staff to work with mentors who may have a very different experience and background to their own to help them think more widely about their own career path.</p>
<p>Lateral hires</p>  <p>We continue to hire in talent at senior levels, including 20 male employees and 18 female employees at AD/Manager and above between April 2024 and March 2025 (Business Services and fee earning roles).</p>	<p>Agile working</p> <p>Flexibility is wired into how we work so all employee groups benefit from greater autonomy in their working arrangements.</p> <p>We hope the need for flexibility will be less typically associated with caring/parenting responsibilities, which may historically have felt less accessible to men or more traditionally associated with women.</p> 	<p>Women in leadership</p>  <p>We have consistently sought to build a strong pipeline of female talent over recent years by lateral hiring and internal talent development, with evidence of much stronger female representation at senior levels.</p> <p>41% of our managing director group are female.</p>	<p>Bonus structure</p> <p>A transparent bonus structure for recruiters up to mid-level means that everyone can outperform the parameters for their job level and therefore to achieve higher bonuses than under our old scheme.</p> 	

Statement of Confirmation

I confirm that the published information is accurate.



Mohammed Seim Munif
Chief Financial Officer
The SR Group

31 March 2025