



Gender Pay Gap 2025



What is the Gender Pay Gap

The gender pay gap is the difference in pay between all men and women, across all levels within a company. It can be influenced by a range of factors, including the relative seniority of men and women within a company's workforce.

The gender pay gap is distinct from equal pay which requires men and women to receive the same pay for the same work under the Equality Act 2010. Instead, gender pay gaps reflect the broader differences in average earnings between men and women. At Hanson Wade Group, we maintain fixed salary points for identical roles to ensure pay is consistent and fair.

Under gender pay gap reporting requirements the hourly rate is taken on a snapshot date of 5th April 2025 for private sector companies and includes any variable compensation earned in the relevant period.

Mean Pay Gap Calculations

The mean gender pay gap within a company is the difference in the average hourly pay of men and the average hourly pay of women.

Median Pay Gap

The median represents the middle point of a population. If you lined up all the women in a company and all then lined up all the men from the lowest to the highest pay, the median pay gap is the difference between the hourly pay rate for the middle man compared to the hourly pay rate for the middle woman.

When using either calculation if the results show a positive percentage number then this means that men have average higher earnings whilst if the result is a minus then it shows that women have average higher earnings.

Our Gender Pay Gap – April 2025



Pay Gap (including base and variable payments)

Pay Gap	Mean Pay Gap	Median Pay Gap
Gender Pay Gap	35.24%	30.65%
Movement from 2024 (ppts)	+7.1%	+11.76

Pay Gap (basic salaries only)

Pay Gap	Mean Pay Gap	Median Pay Gap
Gender Pay Gap	22.48%	10%
Movement from 2024 (ppts)	+6.36	+3.75

Pay Quartiles

Quartiles	Female	Male
Lower	74.76%	25.24%
Mid Lower	65.05%	34.95%
Mid Upper	45.63%	54.37%
Upper	43.14%	56.86%

Pay quartiles demonstrate the proportion of men and women in four pay bands. The hourly pay for both men and women is arranged from the lowest and the highest and is then divided into four quartiles. Following which the proportion of men and women in each quartile is calculated.

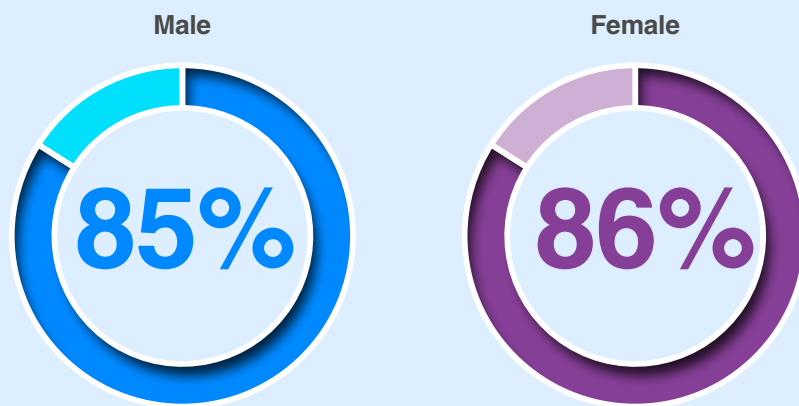
Our 2025 gender pay position shows an overall increase in the pay gap which reflects a greater representation of men in senior or commercial roles with significant monthly variable opportunity such as our Sponsorship and Beacon Sales roles while women remain more concentrated in lower variable pay departments such as Customer Delivery, Research Operations and HR. However, when variable compensation is stripped out the gap reduces as women are not paid less or have less opportunity in the same roles.

Bonus Gap – April 2025

The bonus gap looks at all the variable earnings received by employees in the 12 months to the snapshot date of 5th April 2025.

	Mean Pay Gap	Median Pay Gap
Gender Bonus Gap	57.44%	57.93%
Movement from 2024 (ppts)	+13.2	+1.8

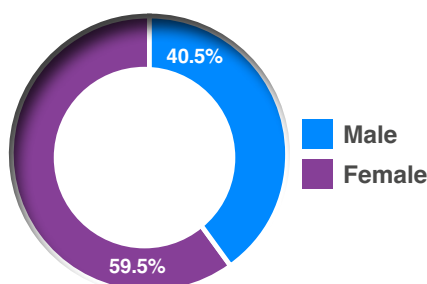
Proportion of Employees that Received a Bonus in a Twelve-Month Period.



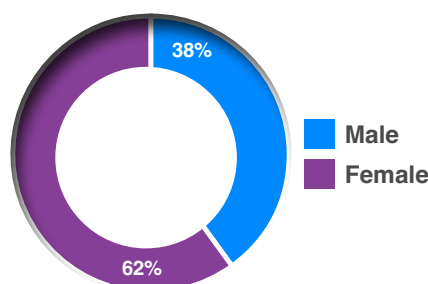
One of our remuneration principals is that all permanent roles have the opportunity for variable earnings in addition to basic salary. Depending on the nature of the role, the variable compensation may take the form of monthly or quarterly commission or profit share, or an annual bonus. However, each scheme has a set of eligibility rules that are consistently applied to avoid bias in decision-making.

The main factor that impacts the percentage of people in receipt of a bonus during the reporting period will be when an individual has joined the company within their compensation cycle.

Gender Split of All Employees - April 2025



Gender Mix of Hires in the 12 Months to April 2025



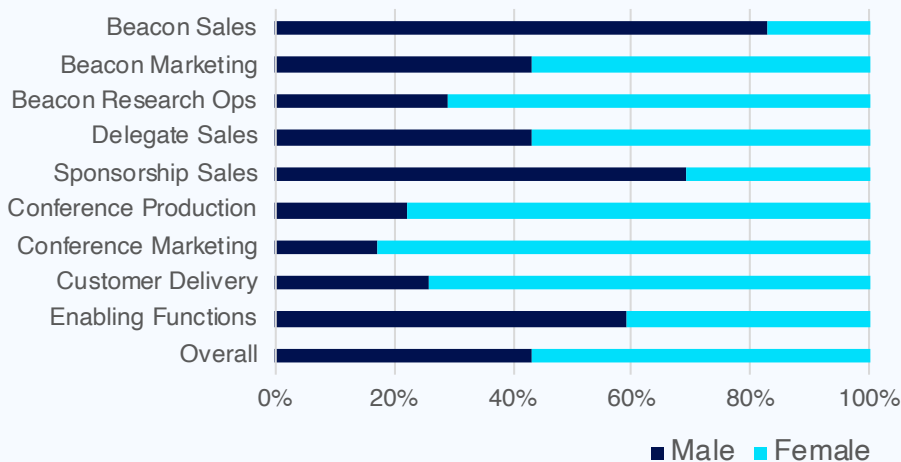
Understanding our numbers



Our gender pay gap is mainly driven by having more men in our most senior roles. When we remove functional leaders from the analysis, our median pay gap decreases from 35% to 22%.

Within our commercially focused sales teams, compensation is designed to reward individual performance through generous monthly commission. These teams still employ more men than women, which further contributes to both our gender pay and bonus gaps.

Gender Split by Function (April 2025)



We also see more women working in functions with lower variable pay or annual incentive schemes, which continues to influence our overall gap.

However, we're encouraged to see a year-on-year increase in the number of women joining our Conference Sponsorship and Delegate Sales teams in the twelve months to April 2025 – an important step toward narrowing the gap.

According to the Office for National Statistics (ONS), the median UK pay gaps for all employees was 12.8% in April 2025. The ONS uses the median as its preferred measure because it is less influenced by extreme outliers and therefore provides a more accurate reflection of typical employee earnings.

Our Commitments

We continue to believe that our commercial success is anchored in an employee experience where diversity, inclusion, and equity thrive.

Our mission of empowering individuals is at the core of everything we do and this extends to empowering our female colleagues to grow and thrive in our business.

By being a diverse and inclusive organisation, we will be better able to serve our customers, create better products and attract and retain the best talent in the sector.

I confirm that the data contained within this report is accurate.



Phil Clark
CEO

