

Allegis Group

# Gender Pay Gap Report

At Allegis Group, we are committed to creating an equitable, diverse, and inclusive workplace where everyone has the opportunity to thrive. Transparency is central to this commitment, and publishing our Gender Pay Gap report reflects both our responsibility and our determination to drive meaningful change. While the gender pay gap is not the same as equal pay for equal work, it highlights structural imbalances that influence representation and progression. By sharing this data openly, we aim to foster accountability, inform our actions, and continue building a culture where all individuals can achieve their full potential.

We have chosen a snapshot date of 30th June 2025.

## Gender Pay Gap Results

The table below shows our gender pay gap based on hourly rates of pay and shows the difference in bonuses paid in the 12 months prior to 30<sup>th</sup> June 2025. Please note that during this period we had only one part time hours employee and therefore there is no mean and medium hourly remuneration gap to be reported on.

	Mean	Median
<b>Hourly pay</b>	8.2%%	6.8%
<b>Bonus</b>	24.9%	19.7%

The table below shows our gender pay gap based on hourly rates of pay for those on temporary contracts.

	Mean	Median
<b>Gap</b>	5.7%	6.8%

The table below shows the proportion of males and females who received benefits in kind.

	Number of people	%
<b>Male</b>	4	6.78%
<b>Female</b>	3	8.11%

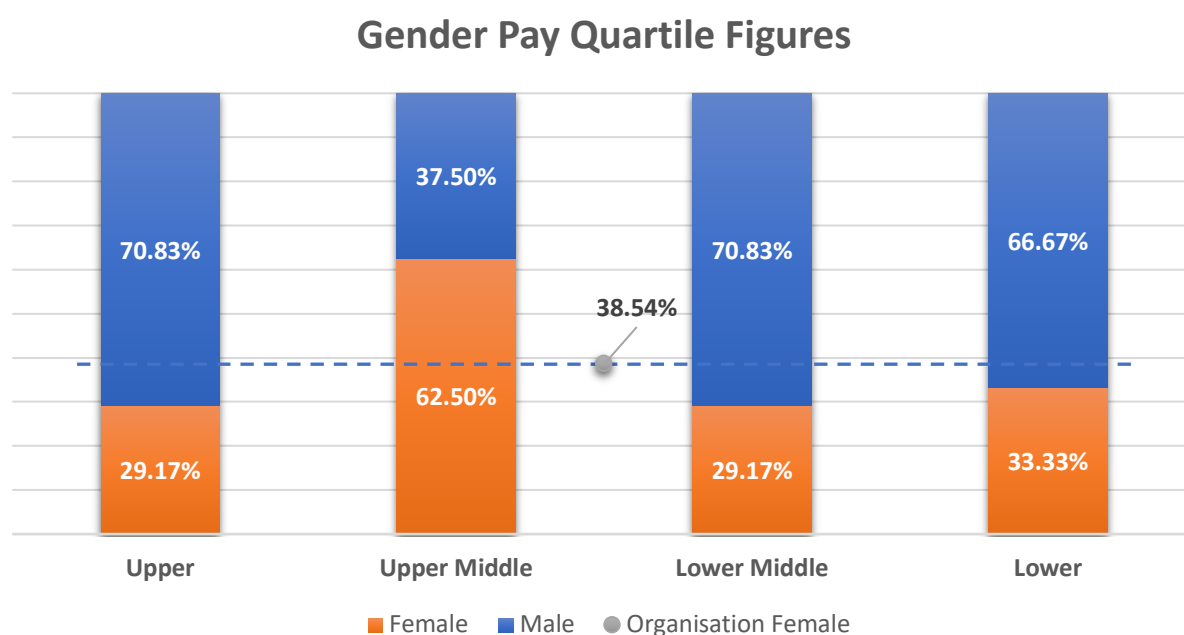
There are several factors contributing to these pay gaps:

- TAW consultants make up a significant part of our data set and the constitution of our consultant workforce is 64.2% male. Our consultants tend to be highly paid and their inclusion in the figures has a direct impact on the Mean and Median hourly pay rate gap and decreases the percentage of men receiving a bonus.
- The overall data set shows a higher proportion of men than women, with approximately 72.8% male and 27.2% female. However, when the TAW consultant workforce is excluded, our internal employee ratios shift slightly, showing 47% male and 53% female
- Senior leadership positions tend to be higher paid and their overall remuneration includes a bonus due to the importance of rewarding performance in these roles. There is a higher proportion of men in senior leadership roles in the company which contributes considerably to the higher male hourly pay and bonus gap figures.

### Percentage of men and women awarded a bonus

In the 12 months prior to 30<sup>th</sup> June 2025, 71.43% of men and 50% of women received a bonus. This is due to more senior leadership position being held by men in the company.

### Pay Quartiles



These quartiles align closely to our overall gender split in the workforce which is approximately 72.8% male and 27.2% female.

### Difference between equal pay and gender pay gap

Equal pay deals with paying men and women equally for doing the same or a similar job. Gender pay gap reporting is broader and shows the difference in average pay between all men and women in the company at all levels and does not take into account the nature of people's jobs or seniority.

We have reviewed our equal pay data and we are confident that, as an employer, we do not have an equal pay issue and our men and women are paid equally for the same jobs. We are committed to treating women and men fairly and ensuring they are rewarded in the same way for doing the same job.

Variable pay (commission, bonus etc) may vary for individuals because it changes based on the performance of individual employees rather than being something we as a company can control. However, the structures we have in place for variable pay (such as commission tiers) and the application of bonus criteria are fair and applied equally to men and women.

We have a very clear pay structure in place across our business. For our Sales business, each grade has set salaries and all our men and women are on the relevant pay point for their level of experience, grade and job role. From a variable pay perspective, sales staff are on the same commission structure relevant to their area of the business and the amount every employee takes home against that consistent commission structure is down to individual performance.

### Our plan for tackling the gender pay gap

We are prioritising this issue and putting a range of initiatives in place to address it. Some of these initiatives include:

**Inclusion & Diversity (I&D)** - we have an Inclusion and Diversity Committee in place which is made up of employees from a variety of backgrounds, levels and roles who are committed to driving a clear I&D agenda. The committee is chaired by the Executive Inclusion Board (EIB) which is made up of eight senior leaders from across the business who, in partnership with the I&D committee, develop and shape our I&D strategy. The aim is to create awareness, challenge behaviours and bias, as well as support the business on evolving gender diversity. The committee's goal is to ensure there is opportunity for all and to ensure everyone can be their true selves to succeed. In the marketplace, new and existing clients have been seeking to understand our approach on I&D topics, we are upskilling our sales people to feel confident guiding clients and contractors on I&D topics and share our best practice from a policy, technology, and strategic perspective when we hire talent on their behalf. Each year the committee launches an I&D celebration calendar to raise awareness of key global dates and events. Our Women@TEK employee resource groups is continuing to organise and hosts multiple events to help support women in the business, and to also educate everyone on how to support gender diversity.

**Development** – we are continuing to enhance our development opportunities and are passionate about our RISE leadership training course. RISE is a six-month, mentor-led programme aimed at self-leadership to accelerate personal and professional growth. RISE is subject to an application process supported by leadership nomination and participation requires approval from our executive leadership team. RISE is focused on self-development topics which help support our I&D strategy such as exploring gender dynamics, mitigating unconscious bias and uncovering authenticity. This training is fundamental in developing inclusive leadership and best practice within our business and is another opportunity for us to bring our core value Inclusion to life.

**Retention** – we have reviewed and implemented new family leave policies to ensure we are supporting our working parents. Maternity leave entitlement has been increased to 26 weeks full pay. Those in a commission earning role on the date that family leave starts will receive a guaranteed rate of commission for 6 months based on average commission earnings. Those in a bonus cycle will be paid a bonus at 65% on target for personal performance. Paternity leave entitlement has been increased to 2 weeks full pay and commission and bonus will be unaffected during this time. A Parents Leave Policy has also been published to provide guidance on how this leave works and that commission and bonus will continue to be received as normal during this period of leave. This year we also decreased our contractual working hours to 39.5 hours per week, with core business hours being introduced to allow for more flexibility. This has had a real positive impact on working parents and those with caring responsibilities.