



EGERTONS
RECOVERY GROUP

Gender Pay Gap Report 2024

Contents

- 1.Human Resources
- 2.Key Points
- 3.Gender Pay Gap
- 4.Pay Quartiles
- 5.Final Word

Human Resources

At Egertons Recovery, we're proud to foster a diverse and inclusive workplace where every employee feels valued.

This commitment is at the heart of our very first Gender Pay Gap Report – a milestone that reflects the progress we're making as we continue to grow and evolve as an organisation.

We believe that *equal work deserves equal pay*, and we're dedicated to building a culture that champions fairness, equity, and opportunity for all.



Key Points

Looking at the data, Egertons' gender pay gap is minimal, demonstrating that we take equal pay seriously. The mean hourly rate shows that females are paid slightly more on average, with a negligible gap of -0.4%, and the median figure remains almost neutral at 0.1%. This suggests that overall, there is no significant disparity between male and female hourly earnings.

However, the bonus pay gap highlights a more notable difference, with females receiving higher average bonus payments than males. This is reflected in both the mean (-27.2%) and median (-32.5%) bonus gaps, alongside a higher percentage of females receiving a bonus (60.7%) compared to males (46.1%). The distribution across the pay quartiles shows a higher concentration of males at all levels, particularly in the middle quartiles, although females are relatively better represented in the upper quartile.

These findings suggest that while hourly pay is balanced, variations in bonus structures and workforce composition across different pay levels arise from the differing job roles within the organisation.

Gender Pay Gap

Gender Split

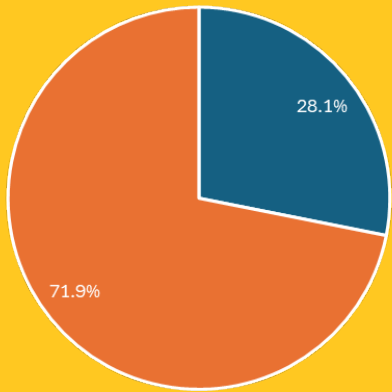
Gender	Percentage
Female	19.7%
Male	80.3%

Egertons Gender Pay Gap

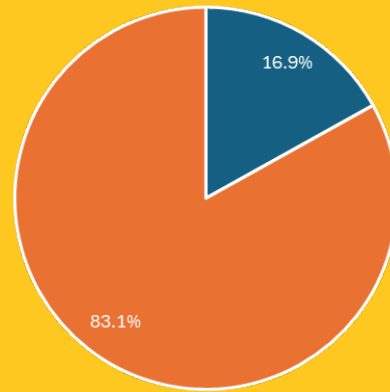
Gender Pay Gap	Mean	-0.4%
	Median	0.1%
Bonus Pay Gap	Mean	-27.2%
	Median	-32.5%
% Employees Receiving a Bonus	Male	46.2%
	Female	60.8%

Pay Quartiles

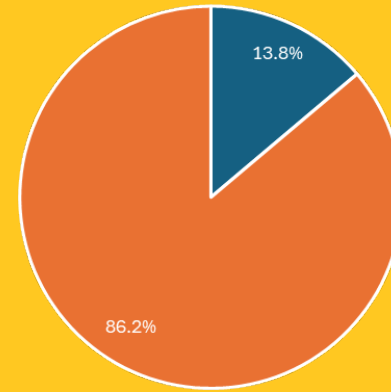
Upper Hourly Pay Quarter



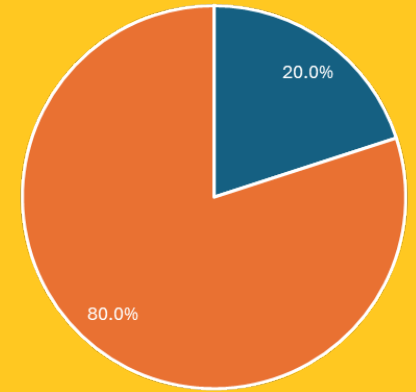
Upper Middle Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Lower Hourly Pay Quarter



Key Male Female

Final Word

We acknowledge that the gender bonus gap and the disparity in male and female representation across the organisation are influenced by a range of factors, including the distribution of roles and varied working patterns.

We remain fully committed to understanding these dynamics and addressing them through targeted actions. As part of our ongoing efforts, we are enhancing our recruitment strategies to attract a greater number of female candidates and are focused on creating an inclusive culture that supports the retention, engagement, and progression of all employees.

We continually review our practices to ensure that opportunities for development, reward, and recognition are fair, transparent, and accessible to everyone across the organisation.