



EGERTONS
RECOVERY GROUP

Gender Pay Gap Report 2025

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Human Resources

At Egertons Recovery, we remain committed to building a diverse and inclusive workplace where every employee feels valued.

This report reflects the ongoing work we are doing to review our pay practices, understand our data, and ensure our approach to reward remains fair and transparent.

Following the publication of our first Gender Pay Gap Report last year, we continue to uphold our belief that equal work deserves equal pay, while strengthening the policies and practices that support fairness, equity, and opportunity for all employees.



Key Points

Looking at the latest data, Egertons gender pay gap continues to show that women earn slightly more on average than men when bonuses are included. The mean hourly pay gap is -4.6%, and the median is -7.9%, indicating that female employees are earning marginally higher hourly rates overall. This reflects the organisation's continued commitment to maintaining fair and consistent pay practices.

The bonus pay gap shows a more significant difference, with women receiving higher average bonus payments than men. This is demonstrated by both the mean bonus gap (-23.7%) and the median bonus gap (-74.2%), alongside a higher proportion of women receiving a bonus (72.2% of females compared with 47.4% of males). These differences are driven by the workforce composition and the distinct bonus schemes linked to different role types: commission-based bonuses are more common in recovery driver roles, where the workforce is predominantly male, while office-based roles have a higher proportion of female employees that follow different performance-based metrics.

The evidence suggests that while basic hourly pay remains balanced, the bonus outcomes differ due to role demographics and bonus structures, rather than unequal pay for equal work.

Gender Pay Gap

Gender Split

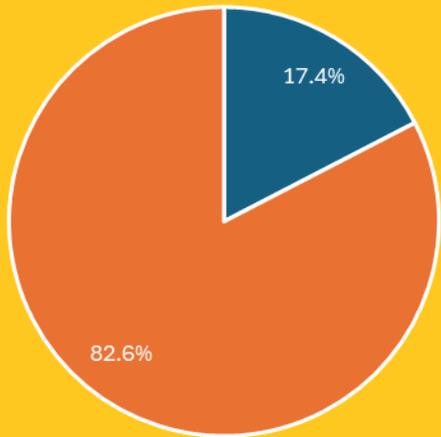
Gender	Percentage
Female	19.1%
Male	80.9%

Egertons Gender Pay Gap

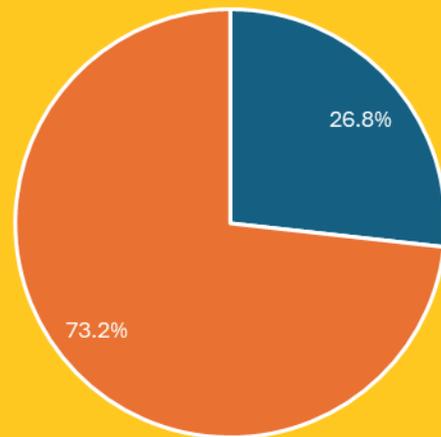
Gender Pay Gap	Mean	-4.6%
	Median	-7.9%
Bonus Pay Gap	Mean	-23.7%
	Median	-74.2%
% Employees Receiving a Bonus	Male	47.4%
	Female	72.2%

Pay Quartiles

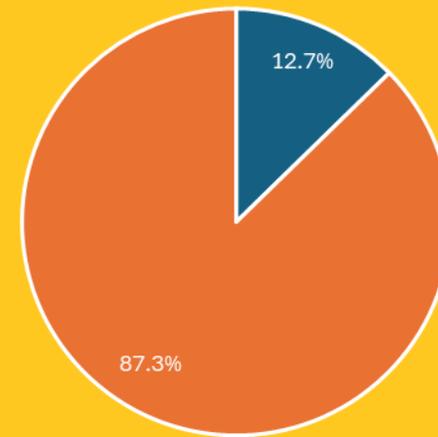
Upper Hourly Pay Quarter



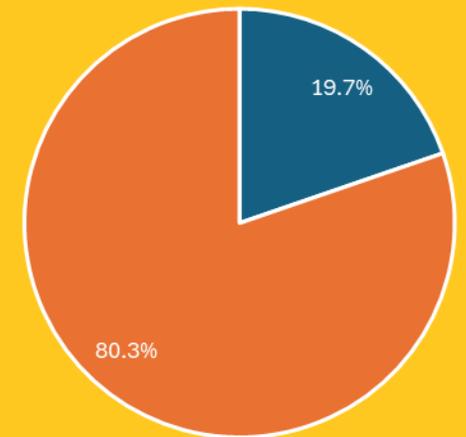
Upper Middle Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Lower Hourly Pay Quarter



Key  Male  Female

Year on Year Comparison

Our 2025 gender pay gap results show a noticeable shift compared with 2024, driven primarily by changes in bonus outcomes rather than basic hourly pay.

Hourly pay (excluding bonuses) remains broadly consistent year on year, with men continuing to earn slightly more on average in base pay. However, the overall gender pay gap moves further in favour of women in 2025 due to higher bonus receipt and value among female employees.

In 2025, a significantly higher proportion of women received a bonus, and median bonus amounts were higher in office-based roles where female representation is strongest.

Meanwhile, recovery driver roles—predominantly held by men—feature commission-based bonuses that vary by opportunity, leading to lower average bonus outcomes this year.

The distribution of male and female employees across the pay quartiles remains similar to last year, reflecting the ongoing male-dominant structure of operational roles. Variations across quartiles continue to reflect role demographics rather than unequal pay.

Final Word

We recognise that this year's gender pay and bonus outcomes continue to be influenced by the structure of our workforce and the different bonus schemes linked to operational and office-based roles. Variations in bonus results are not a reflection of unequal pay, but of the differing ways in which bonuses are earned across the organisation.

We remain committed to understanding these dynamics and taking meaningful action where needed. Our ongoing focus includes strengthening our recruitment strategies to increase female representation, particularly in areas where women remain underrepresented, and ensuring that all employees have equal access to development, progression, and reward opportunities.

As we move forward, we will continue to review our practices, promote transparency, and uphold our commitment to fairness, equity, and inclusion across every part of Egertons Recovery. Our aim is to create an environment where all colleagues can thrive and feel valued for the work they do.