



WORKPLACE

Gender Pay Gap Report 2025

People. Partnership. Principles.



Thursday, 05 June 2025

ABOUT US.

At Workplace, our people are the heart of our business, driving our mission to create sustainable, safe, and thriving work environments. We take pride in the diversity of our workforce, recognising that our varied skills, insights, and experiences make us stronger.

As part of our commitment to transparency and fostering an inclusive culture, we present our Gender Pay Gap Report for the snapshot date of 5th April 2025.



MEAN & MEDIAN GENDER PAY GAP.

Year	Median pay gap	Mean pay gap
2025	0.00%	6.5%
2024	0.0%	0.0%

In 2025, our median pay gap stands at 0.0%, reflecting continued pay parity, while the mean pay gap is 6.5% in favor of women, a shift from complete parity in 2024. This difference indicates that women are increasingly represented in senior, higher-paid roles within the organisation. We remain dedicated to thoroughly analysing the factors behind these figures and ensuring fair and equitable compensation practices at every level.



MEAN & MEDIAN GENDER BONUS GAP.

Year	Mean bonus gap
2025	-22.0
2024	-36.4

Year	Male	Female
2025	3.8%	5.6%
2024	3.9%	5.3%

The mean bonus gap at our organisation shifted dramatically from -36.4% in 2024, favouring women, to -22.0% in 2025, still favouring women but representing a significant reduction in the gap. This change reflects our strong commitment to addressing gender disparities in compensation over the past year. We have implemented policies and practices to ensure fairness in bonus structures, including:

- Reviewing bonus criteria and decision-making processes for bias
- Training managers on equitable compensation practices
- Increasing transparency around bonus eligibility and amounts
- Monitoring bonus data to identify and correct disparities

While encouraged by this progress toward greater equity, we recognise the need for sustained effort. We remain committed to fostering a workplace where all employees are valued and rewarded fairly, regardless of gender. Moving forward, we will continue to assess our practices, engage with employees, and stay accountable to our goals of gender equity and inclusion.

The second table shows the percentage of men and women who received bonus pay in the 12 months up to 5th April 2025, with 3.8% of men and 5.6% of women receiving bonuses.



PROPORTION OF MALES & FEMALES BY PAY QUARTILE.

Pay Quartile	Male	Female
Upper	30.8%	69.2%
Upper Middle	31.4%	68.6%
Lower Middle	30.4%	69.6%
Lower	22.8%	77.2%

This table displays the percentage of male and female colleagues across four pay quartiles, dividing our workforce into four equal parts based on hourly pay rates. We are proud to see a consistently higher representation of women across all pay quartiles, including in the upper and upper-middle bands.

Overall, the gender composition at Workplace is approximately 71.1% female and 28.9% male.





CLOSING REMARKS.

As we look ahead to 2025/26, our focus will be on strengthening our commitment to diversity, equity, and inclusion across all aspects of our organisation. The steps we will take, including addressing the bonus allocation gap, expanding our mentoring program, and enhancing support for flexible working, will ensure continued progress toward creating a more inclusive and fair workplace. We are confident that these initiatives will contribute to a workplace where every employee can grow and succeed, reinforcing our commitment to a culture of transparency, fairness, and opportunity for all.

I confirm that the data reported is accurate.

Amber Jones, **HR Administrator**

Thursday, 05 June 2025



WORKPLACE | Snapshot 05/04/2025

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