

## Gender Pay Gap Reporting 2025

Gender Pay Gap is the difference between the average hourly rates of pay for men and women. Comparing mean or median rates of pay reflects broad trends in employment and salaries.

Pay gaps are different to equal pay issues, which compare rates of pay for people in similar positions. Premier maintains practices to ensure equal pay for equal work.

### Our gender pay gap

On 5 April 2025, Premier had a gender gap in median pay of 4% (2024: 4.0%), excluding bonus pay. Our gender gap in mean pay was 12.4% (2024: 9.5%). Median pay is the preferred measure used by the ONS because it is less affected by extreme outliers.

Including bonuses, Premier had a gender gap in median pay of 3.9% (2024: 1.6%), meaning Women received £0.96 (2024: £0.98) for every £1 for Men. However, our gender gap in mean pay was 14.4% (2024: 13.5%), reflecting the fact that currently our most senior roles are occupied by men.

81% (2024: 77%) of women received a bonus and 75% (2024: 67%) of men received a bonus. Women's bonuses were 15% lower (2024: 5% higher) than Men's on a median basis, but 46% lower (2024: 62% lower) on a mean basis.

In terms of quartiles, women represented the following percentages:

		2025	2024
Upper quartile	Women	17%	24%
	Men	83%	76%
Upper middle quartile	Women	23%	17%
	Men	77%	83%
Upper lower quartile	Women	20%	24%
	Men	80%	76%
Lower quartile	Women	30%	24%
	Men	70%	76%

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