



Gender Pay Gap Reporting 2024

This is the first time that Premier has reported its Gender Pay Gap as we now have grown to over 250 employees.

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 2024, Premier had a gender gap in median pay of 4.0%, excluding bonus pay. Our gender gap in mean pay was 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 1.6%, meaning Women received £0.98 for every £1 for Men. However, our gender gap in mean pay was 13.5%, reflecting the fact that currently our most senior roles are occupied by men.

77% of women received a bonus and 67% of men received a bonus. Women's bonuses were 5% higher than Men's on a median basis, but 62% lower on a mean basis.

In terms of quartiles, women represented the following percentages:

Upper quartile	Women	24%
	Men	76%
Upper middle quartile	Women	17%
	Men	83%
Upper lower quartile	Women	24%
	Men	76%
Lower quartile	Women	24%
	Men	76%

Geoff Collins

Group Finance Director