# *Banner Group Limited*
# Gender Pay Report

**Banner Group Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.**

Our aim is to make the best use of the diverse backgrounds, skills, knowledge, and experience of all those who work for us. We encourage a diverse culture in which we value our employees for being themselves. It is our people that make us successful and such diversity is a rich source of competitive advantage.

In line with the Government's commitment to tackle gender inequality, Banner Group will publish data showing the pay gap between a male and female employees.

## *Our* **Data**

As of the snapshot date ***(05 April 2025)***, the data below shows the overall mean and median gender pay and bonus gaps of Banner Group Ltd, based on hourly rates of pay.

| | Mean | Median |
|---|---|---|
| Pay gap | 8.93% | 6.67% |
| Bonus gap | 32.59% | 19% |

The percentage shown is the difference in overall mean and median pay and bonus between men and women. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

## *What is* **Gender Pay?**

**A gender pay gap is a measure of the difference in average pay of men and women across an entire organisation,** regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people, or groups of people, carrying out the same work or work of an equal value.



## *Pay* **Gap**

**The mean and median figures indicate that a gender pay gap remains within Banner Group Ltd, with male employees receiving higher average hourly pay than female employees. The mean gender pay gap stands at 8.93%, compared with a median gap of 6.67%.**

These figures are encouraging when considered against the previous reporting period, with the mean gender pay gap having reduced, demonstrating positive progress towards greater gender pay equality across the Group.

It is important, however, to distinguish between a gender pay gap and unequal pay. The existence of a gender pay gap does not necessarily mean that men and women are being paid differently for undertaking the same or equivalent roles. Rather, the gap reflects the overall distribution of male and female employees across different roles, levels of seniority and areas of the business.

Within Banner Group Ltd, the differences are largely influenced by the composition of our workforce and the nature of the roles undertaken across the Group. In particular, there is a higher proportion of male employees occupying senior sales positions, some of whom transferred into Banner Group Ltd through the TUPE process already established in those roles. These positions typically attract higher levels of remuneration, which consequently influences the overall mean and median figures.

While these structural factors help explain the current position, we recognise the importance of continuing to monitor our workforce profile and ensuring that opportunities for progression, development and career advancement are accessible to all colleagues, regardless of gender.

## *Bonus* **Gap**

**The mean bonus gap has reduced by 1.71 percentage points to 32.59%, while the median bonus gap has seen a more significant reduction of 22.7 percentage points, falling to 19%.**

The reduction in both measures is a positive development and suggests that the difference between male and female bonus payments has narrowed since the previous reporting period. In particular, the substantial improvement in the median bonus gap is encouraging.

Nevertheless, the figures indicate that male employees continue to receive higher average bonus payments than female employees. This is an area we will continue to review, recognising that bonus outcomes can be influenced by the distribution of employees across different roles, seniority levels and bonus-eligible positions, as well as the structure and performance-related nature of incentive arrangements.

Given the higher representation of male colleagues in senior sales positions, where bonus opportunities may be greater, this workforce profile is also likely to contribute to the overall bonus gap.

## *Bonus* **Pay**

Female: **60%** Male: **58.28%**

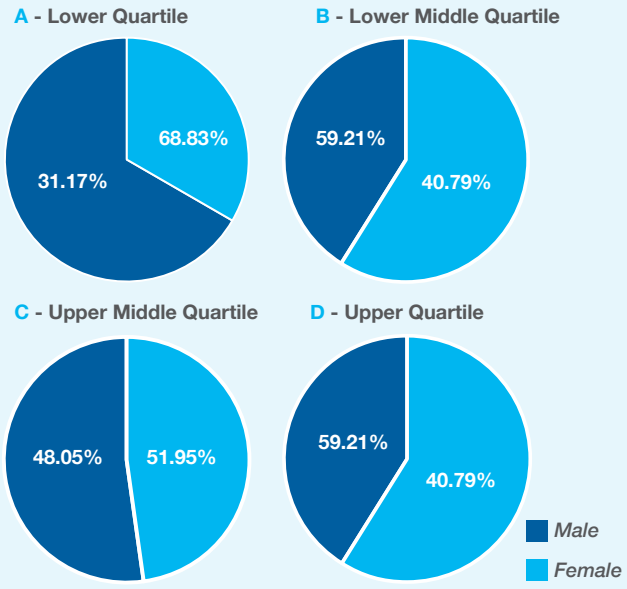
**The bonus eligibility data shows that 60% of female employees received a bonus, compared with 58.28% of male employees. These figures are closely aligned, with a slightly higher proportion of female employees qualifying for a bonus during the reporting period.**

This is an encouraging indicator that bonus opportunities are accessible to both male and female colleagues across the Group. Employees undertaking like-for-like roles have the same earning potential, with bonus arrangements determined by the requirements of their role and individual performance against agreed targets, rather than gender.

Consequently, the overall gender bonus gap may fluctuate from year to year depending on business performance, individual and team results, and the proportion of employees achieving their respective bonus targets.

*We recognise the importance of continuing to encourage and support female colleagues to access development, progression and leadership opportunities across the Group.*

## *Quartile* **Comparison**




**The quartile analysis provides a further insight into the gender composition of Banner Group Ltd's workforce by dividing employees into four equally sized groups based on hourly pay, from the lowest-paid roles in the lower quartile to the highest-paid roles in the upper quartile.**

The results show a varied distribution of male and female colleagues across the four quartiles, reflecting the different roles, responsibilities and functions within the Group.

Women represent 68.83% of employees in the lower quartile, compared with 31.17% of men. This demonstrates a significant female representation within this pay bracket.

The high proportion of female employees is largely reflective of the workforce within customer service and telesales, where women make up a considerable proportion of colleagues. Although some traditionally male-dominated operational roles also sit within this quartile, the overall figures are influenced by the substantial number of women working in these customer-facing positions.

The upper middle quartile shows a more balanced gender distribution, with women representing 51.95% of employees and men 48.05%. This is encouraging, demonstrating that female colleagues are well represented within this section of the organisation and that the gender balance is relatively even across these pay levels.

The upper quartile comprises 59.21% male employees and 40.79% female employees. The higher proportion of men in the upper quartile is largely influenced by the representation of male colleagues in senior-level positions, particularly within sales roles.

These positions typically attract higher levels of remuneration and therefore have an influence on the overall gender pay gap. We recognise the importance of continuing to encourage and support female colleagues to access development, progression and leadership opportunities across the Group.

# *Future* **Plans**

**Banner Group Ltd recognises that reducing the gender pay and bonus gaps is an ongoing process and that continued progress requires a sustained commitment to fairness, inclusion and equal opportunity.**

Although the latest figures demonstrate positive movement in the right direction, we acknowledge that further work is required, particularly in relation to the bonus gap and the representation of women in more senior and higher-paid positions. We are committed to attracting and promoting more women to senior higher paid roles within the business.

We are confident that our pay structure is gender neutral and we are committed to maintaining and further improving our gender pay gap by encouraging a balanced gender mix into roles that are typically underrepresented. We continually strive to encourage and attract new colleagues into what may have traditionally been male dominated positions we hope to empower and encourage our colleagues self-development by continuing to invest in leadership training and progressing future talent, Ensuring all employees irrespective of gender can reach their full potential we are committed to building a diverse and inclusive workforce within a fair working environment that inspires our current employees and continues to attract others to join us.

