

30 March 2025

GENDER PAY REPORT

INTRODUCTION:

The Government has introduced regulations for gender pay gap reporting for companies in the UK. The following report details the analysis done by Senator International Ltd under these regulations.

Note: We have not included the remuneration paid to shareholders in 2024 as this would materially distort the data produced

OUR APPROACH:

As a business we actively promote diversity and equality which is reinforced in our policies, processes and training- for example:

- Our recruitment policy and training promote equality and diversity and prevents gender bias.
- Our leadership and supervisor training includes modules on the importance of inclusion and diversity.
- We provide salary sacrifice initiatives to support child care.
- We ensure our job advertisements are non-gender bias.
- Our talent systems encourage the progression of female employees.

GENDER PAY GAP (AS AT APRIL 2024):

Our average mean gender pay gap is 5.7% and our median pay gap 5.5%.

Senator is committed to providing equal pay for equal work. We continually review our pay structures to ensure that we are meeting these commitments.

Our median pay gap is 5.5%. The reason for this difference is that although we reward equal work with equal pay, as we have a significantly higher proportion of males in the business, this is reflected in the number of males in senior leadership positions which attracts higher pay.

BONUS GENDER PAY GAP:

Our mean bonus pay gap is 27.5% and our median bonus pay gap is 62.3%.

PROPORTION OF EMPLOYEES WHO RECEIVE A BONUS (IN 12 MONTHS PRECEDING APRIL 2024):

Percentage of male employees who received a bonus 5.9%.

Percentage of female employees who received a bonus 5.2%.

Employees have an equal opportunity to participate in the roles which attract bonus payments.

DISTRIBUTION OF ALL UK EMPLOYEES ACROSS PAY QUARTILES:

	Males	Females
Lower Quartile	71.00%	29.00%
Lower Middle Quartile	76.00%	24.00%
Upper Middle Quartile	75.00%	25.00%
Upper Quartile	79.00%	21.00%

The above figures show the gender distribution across our business in four quartiles based on pay bands.

There is a significantly greater proportion of male employees across all levels of our business and this is a direct result of the nature and sector in which our business operates.

I confirm the gender pay gap data contained in the report for Senator International Ltd is accurate and has been produced in accordance with the guidance on managing gender pay.

Kristian Roberts
Finance Director, Senator International Ltd