

# Senior Salmon Limited

## Gender Pay Gap

As a recruitment company for the purposes of gender pay gap reporting it is necessary to include both our internal staff and our temporary workers who are on assignment with our clients.

The inclusion of temporary workers within our pay gap information impacts greatly and distorts in certain areas due to varying sectors altering the overall mix and ratios of male to female, higher pay and lower paid roles based on industries or roles we are recruiting within. Pay rates and bonuses are also dictated by clients and other than the regulatory element required by Living wage, Minimum Wage and Agency Worker Regulations we can have no influence with regards to changing pay rates or implement changes to reduce the pay gap.

Overall there is no difference in pay between our male and female employees in similar roles within our permanent workforce, ie office staff and both female and male staff in sales roles are in receipt of bonus.

Male and female internal sales staff have equal opportunity to earn bonus and it is paid at the same levels. Bonus payments for temporary staff is dependent on our clients' payment of bonus, but would apply to staff equally both male and female

The following figures are inclusive of all employees, both permanent and temporary staff on assignment with our clients

**Mean gender pay Gap: -473%**

On average females are paid higher than males

The differences in the mean pay gap are due to the hourly rates dictated by clients and the differing roles temporary workers are required to fill.

**Median Gender pay gap: -7.3%**

**Mean bonus pay gap: -96%**

**Median Bonus pay gap: -14.4%**

22.3 % of males receive a bonus

42.7 % of females receive bonus

Bonuses are distorted by a combination of factors. Temporary workers only receive bonus as part of a requirement from clients on an occasional basis and very small values. Office sales staff have an identical opportunity to receive bonus regardless of gender.

### Upper Quartile

Of the 108 employees in this quartile 64.8% are male and 35.2% female

### Upper Middle Quartile

Of the 109 employees in this quartile 87.2% are male 12.8% are female

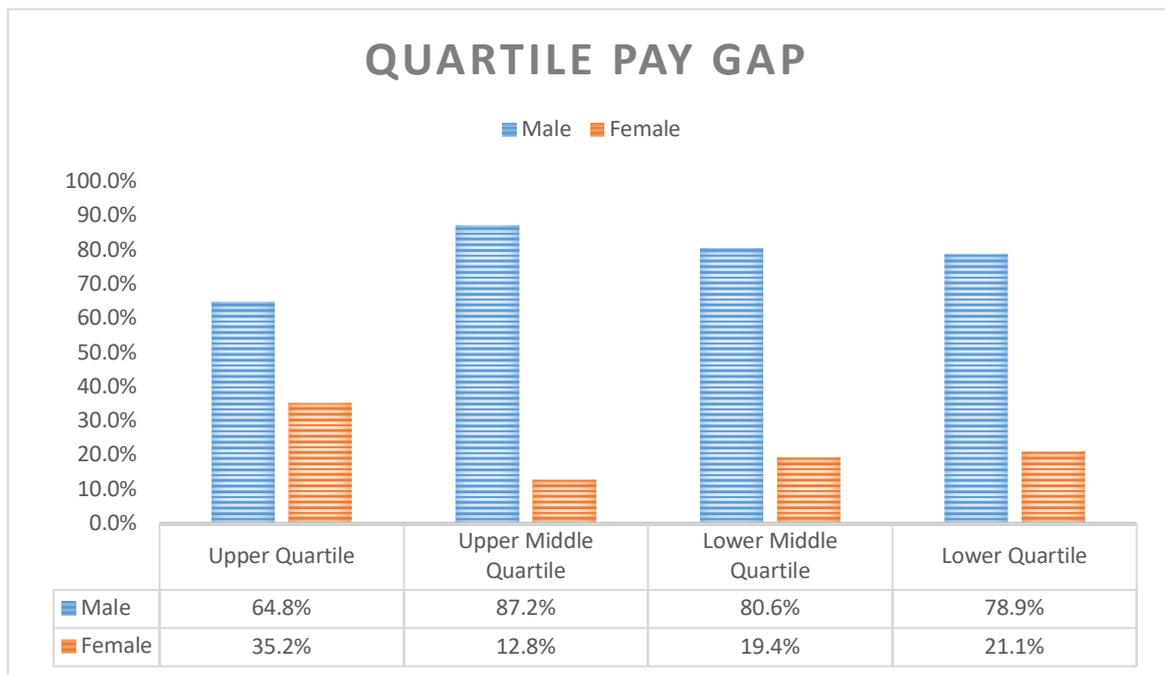
### Lower Middle Quartile

Of the 108 employees in this quartile 80.6% are male 19.4% female

### Lower Quartile

Of the 109 employees in this quartile 78.9% are male 21.1% female

There were a total of 338 males to 96 females across the quartiles



This statement was prepared by Martyn Salmon

Director

Senior Salmon Limited

February 2026