



Semperian Group Services Limited

Gender Pay Gap Report

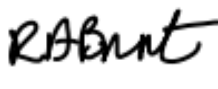
April 2025

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1 Written Statement

I, Becky Brunt, Director of HR and Support Services, confirm that the information contained in this gender pay gap report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: 

Name: Becky Brunt

Date: 1st April 2026

2 Semperian’s Gender Pay Gap

This is our annual gender pay gap report for the snapshot date of 5th April 2025.

- Our mean gender pay gap is 36.3%
- Our median gender pay gap is 34.6%.
- Our mean gender bonus gap is 66.8%.
- Our median gender bonus gap is 54.9%.
- The proportion of male employees receiving a bonus is 88.6% and the proportion of female employees receiving a bonus is 85.6%.

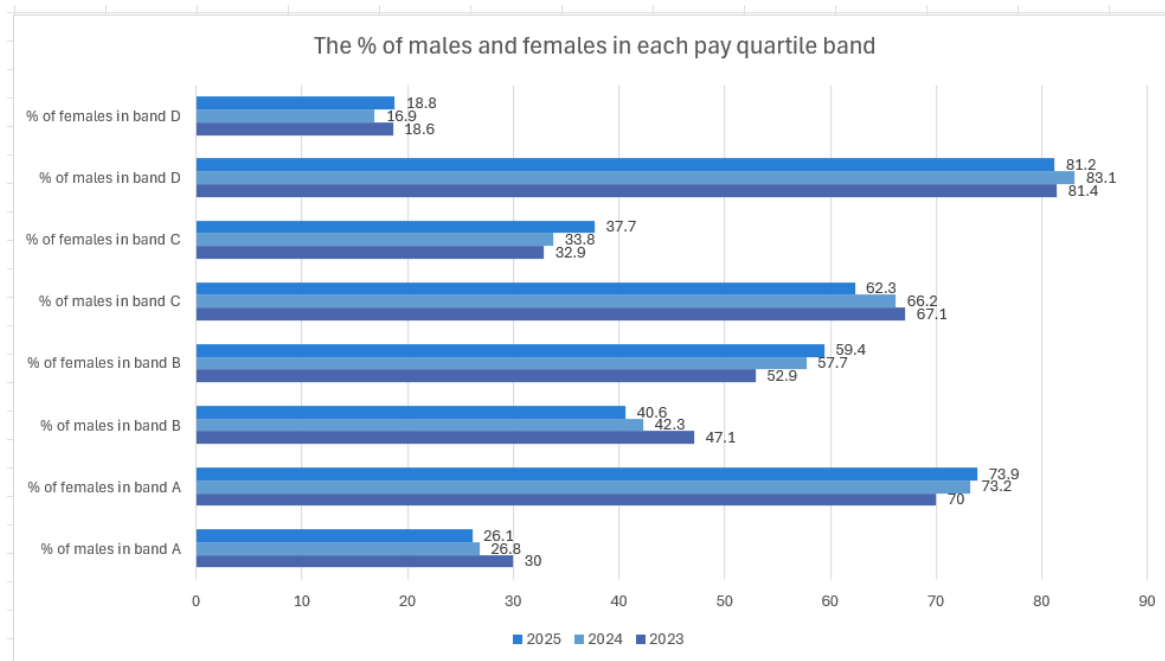
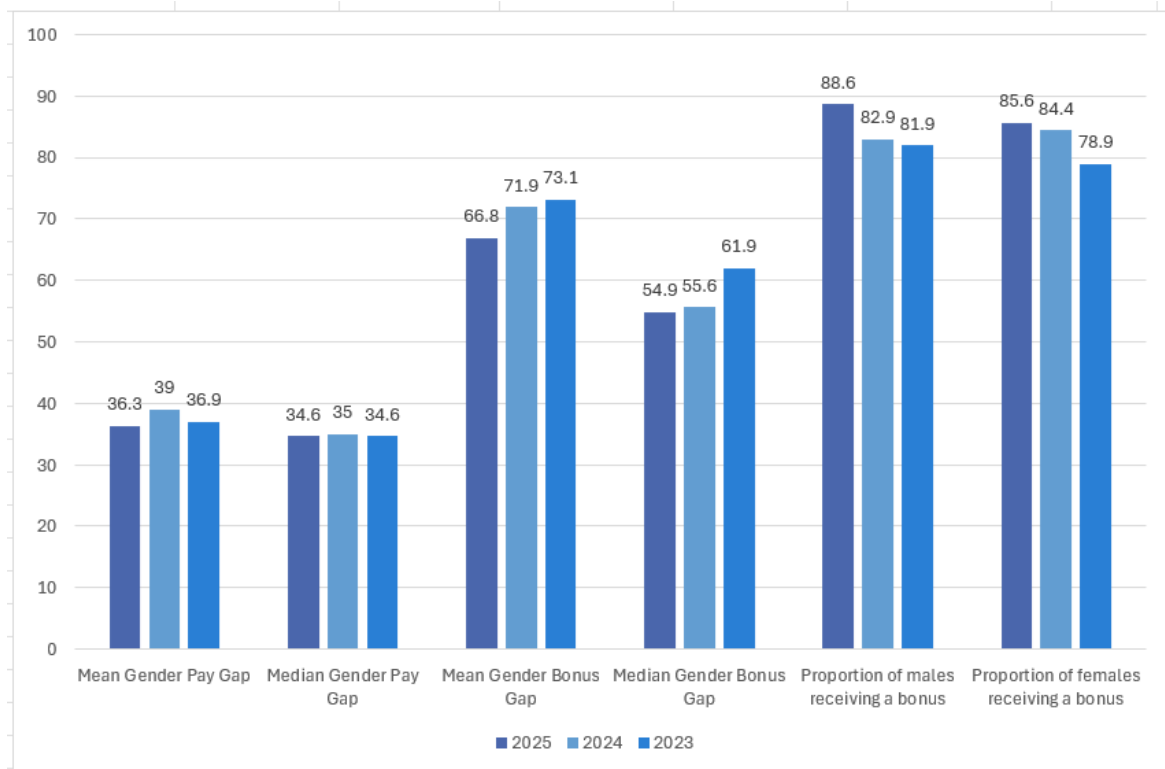
Pay Quartiles by Gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	26.1%	73.9%	All employees whose standard hourly rate is within the lower quartile
B	40.6%	59.4%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	62.3%	37.7%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	81.2%	18.8%	All employees whose standard hourly rate is within the upper quartile

The figures in this table have been calculated using the standard methods used in the Equality Act.

3 How does this compare to previous years?



BAND A Includes all employees whose standard hourly rate places them **at or below the lower quartile**

BAND B Includes all employees whose standard hourly rate places them **above the lower quartile but at or below the median**

BAND C Includes all employees whose standard hourly rate places them **above the median but at or below the upper quartile**

BAND D Includes all employees whose standard hourly rate places them **above the upper quartile**