

# Gender Pay Gap Report 2025

# Introduction

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At Off To Work we are committed to equality within the workplace and as part of our commitment we are publishing our gender pay gap information for 2025. We are following the Gender Pay Reporting Regulations based on a 'snapshot' date of the 5th of April 2025. The Off to work 2025 'snapshot' relates to both our employees and our casual team members. The bonus pay gap data includes all relevant employees and casual team members relating to bonus paid in the 12 months prior to the snapshot date.

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2025 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017

**Philip Atkins**, Chief Executive Officer

# Our Results

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Gender Pay Gap as a mean average (%)

The difference in pay between our total wage spend-per-woman and our total wage spend-per man.

1.37

Gender pay gap as a median average (%)

The difference in pay between the middle-ranking woman and the middle-ranking man.

1.12

Gender bonus pay gap as a mean average (%)

The difference in bonus between our total bonus paid-per-woman and total bonus paid-per-man.

10.8

Gender bonus pay gap as a median average (%)

The difference in bonus pay between the middle-ranking woman and the middle-ranking man.

0

Proportion of males receiving bonus (%)

6.12

Proportion of females receiving bonus (%)

6.08

# Proportion Of Males And Females By Pay Quartile

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1<sup>st</sup>

Pay Quartile

**Males (%)**

57.0

**Females (%)**

43.0

2<sup>nd</sup>

Pay Quartile

**Males (%)**

47.0

**Females (%)**

53.0

3<sup>rd</sup>

Pay Quartile

**Males (%)**

49.0

**Females (%)**

51.0

4<sup>th</sup>

Pay Quartile

**Males (%)**

50.8

**Females (%)**

49.2