

**RAMSDENS**

# Gender Pay Report 2025

## AN OVERVIEW

From April 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all businesses with more than 250 staff to report their gender pay gap. As a business, we fully support this and encourage all efforts to ensure gender equality in all businesses throughout the UK.

The information provided below is based on information obtained on 5 April 2025 for staff who received full pay in April 2025. At this date, Ramsdens Financial Limited (Ramsdens) employed **831** members of staff, comprising 164 (19.7%) males and 667 (80.3%) females, with 742 being **Full Pay Relevant Employees**.

We aim to ensure that all Ramsdens' employees are treated equally and can grow and develop their careers within the business. We recognise the diversity of the people we employ and strive to ensure inclusivity and equality are maintained and demonstrated throughout their career journey with us.

Ramsdens is confident that there is no gender pay issue within the business. Our pay structure does not permit variations based on gender or other factors. Any pay rise and/or bonus awarded to an employee is determined by performance and is entirely gender neutral.

Our recruitment policies are firmly rooted in the principle of equal opportunities. Candidates are selected for roles within the business based on their skills, regardless of ethnicity, religion, gender, age, disability, or any other factor. We are dedicated to cultivating an inclusive and diverse culture that empowers everyone to realise their full potential. We focus on nurturing skills and gaining relevant experience that supports a long and rewarding career with us. We have structured Onboarding and Management Development Programmes in place that are available to all.

# OUR GENDER PAY GAP

Ramsdens is a diversified financial services business with a mean gender pay gap of 22.4%. For comparison purposes, and according to the most recent figures available (ONS, 2024), this is higher than the UK average for the financial services sector of 21%. The gender pay gap within Ramsdens is also higher than the UK average for all industries, which is at 13.7% (ONS 2024 data).

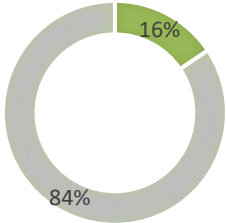
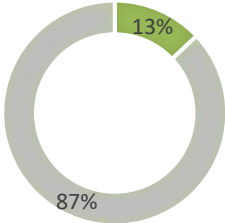
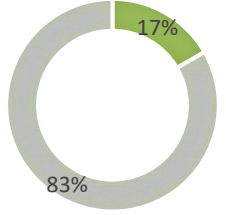
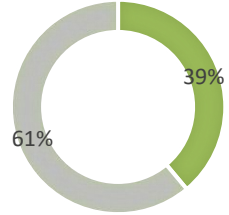
The gender pay gap at Ramsdens is significantly influenced by the upper quartile employees, and the fact that the mix of senior leaders has a more balanced mix of males and females. In contrast, in the three remaining quartiles, the gender mix is dominated by females. Page 4 shows how the first three quartiles have minimal pay gap and a much lower proportion of males. Page 5 also shows that the pay gap is predominantly influenced by the head office support functions rather than in stores.

Women made up 79.0% of Full Pay relevant employees, of whom 2.4% (14) are deemed to be in senior positions, i.e., those within the upper quartile, and are awarded the highest remuneration. Men comprised 21.0% of Full Pay relevant employees, of whom 16.6% (26) are deemed to be in senior positions.	Pay Gap difference between men & women	
	Mean	Median
	22.4%	6.9%

**MEAN AND MEDIAN EXPLAINED**—The ‘mean’ is the simple average. The ‘median’ is the middle value of the range where all employees are ranked in order of remuneration. In the tables, figures shown in brackets indicate where female pay or bonuses are greater than those of males.

## FOUR QUARTILES

As part of our reporting process, we must report the four quartiles of pay and the gender balance within each quartile for all Full-Pay Relevant employees (excluding those who have not received full pay on the snapshot date). We have separated the quartiles by organising pay from lowest to highest and dividing them into four groups, each containing either 185 or 186 employees. For example, 16% of employees in the lower quartile are men, and 84% are women. It should be noted that as most staff are female, three of the quartiles have strong female representation. In half of the quartiles, the mean and median gender pay gap is broadly neutral or at a low percentage, which is a positive indicator.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BAND							
Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
							
<div><div></div> Male <div></div> Female</div>							
PAY GAP							
Mean	Median	Mean	Median	Mean	Median	Mean	Median
(0.0%)	(0.1%)	(0.1%)	(0.2%)	1.0%	1.7%	27.6%	15.9%

## GENDER PAY BREAKDOWN BY GRADE

### Full Pay Relevant Employees (742):

Role by grade	Total staff	Male	Female	Pay Gap %	
				Mean	Median
Head Office Support Functions, including Senior Management	136	57	79	33.3	25.0
Branch Managers	148	38	110	2.9	1.1
Branch Assistants	458	61	397	0.3	(0.2)

### GENDER BREAKDOWN EXPLAINED

The above shows the gender balance in each of our employee tiers for our Full Pay Relevant Employees as of 5 April 2025:

- Within our Head Office support functions, we have 136 employees, of whom 41.9% are male.
- We have 148 Branch Managers, of which 25.7% are male.
- We have 458 Branch Assistants, of which 13.3% are male.

Those in more senior roles are paid more in line with their overall contribution to the business and responsibilities. We also employ two apprentices (one male and one female). These are both based in our Head Office Support Functions and fall into our lower quartile.

# BONUS GAP

<p>Bonus data is based on bonuses paid in the year up to 5th April 2025 for relevant employees and is reported by the annual amount of bonus, irrespective of hours worked. This is misrepresentative of those staff who work part-time.</p> <p>94% of all women received a bonus.</p> <p>95% of all men received a bonus.</p> <p>The bonuses in the current period have been primarily incentive-based, meaning the bonus gap can be distorted depending on employee performance at work.</p> <p>Employees who are absent (for any reason) will have fewer opportunities to participate in sales incentives.</p>	Bonus Gap	
	difference between men & women	
	Mean	Median
	83.1%	56.1%

## MOVING FORWARD

At Ramsdens, we seek to operate to the highest standards of integrity. Our recruitment, career progression, and pay review decisions will continue to be based on merit, not gender. Our Equality, Inclusion, and Diversity policy demonstrates that we are committed to ensuring that the best people are appointed to roles within the Company. Our ESG purpose of growing sustainably by doing the right thing and caring for our staff, customers, communities, and the environment guides us in this endeavour. There has been great emphasis on our leadership focus, training, and audit oversight activities in the year to ensure that there is no unconscious bias or any other reason based on gender, and these activities will continue.

### **FLEXIBLE APPROACH TO WORKING**

We continue to consider requests for flexible working, carer's leave, and parental leave in line with our comprehensive policies so that.

- All employees can continue or progress in their careers.
- Parents can organise childcare responsibilities, and caregivers can give support to those who are dependent on them so that they can balance their home and work lives.
- We can facilitate a smooth transition back into the business following SPL, SML, and SHPL, which is available to all parents.

## OUR DECLARATION

We can confirm that all data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.



Peter Kenyon

CEO



Leanne McNamara

HR Manager