

# Gender Pay Gap

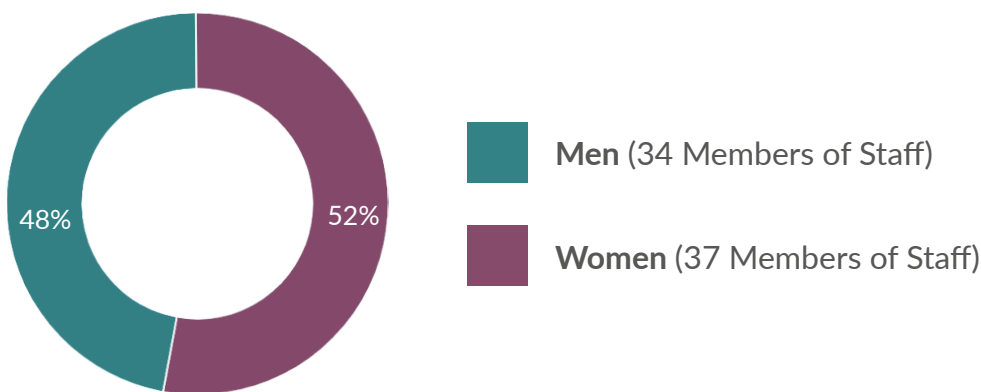
Prima Group is committed to supporting and promoting equality, diversity and inclusion.

We care about our people and creating an environment where colleagues can realise their potential - regardless of their gender or any other characteristic. Our ambition is that our diversity reflects the customers and communities we serve. Our Ways of Working and pay structures ensure colleagues are paid equally for the work they do.

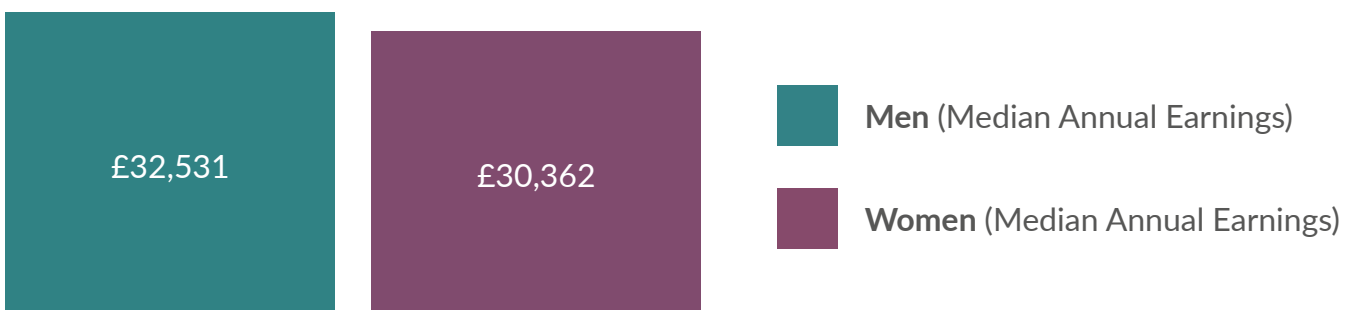
We are a small organisation, so we do not have to publish gender pay gap data under the legislation but do so voluntarily as part of our commitment to transparency.

## What does our gender pay data tell us?

Out of 71 staff members, Prima Group employ more women than men.



In terms of median hourly pay, there was a 6.67% gender pay gap throughout 2022/23, this means that for every £1 earned by a male employee, a female employee earned £0.93. As an organisation with a smaller work force, it can take only a few roles to impact on the gender pay gap results.



## What next?

Prima Group is committed to:

- Monitoring these statistics and updating them annually.
- Continuing best practice to maintain our good results and encourage both equality and equity.
- Further review our approach to Equality, Diversity & Inclusion in 2023/24.