

Gender Pay Reporting 2026



The gender pay gap is defined as the difference between the average earnings of men and the average earnings of women. This is different from equal pay which legally requires men and women who carry out the same jobs, similar jobs, or work of equal value to receive the same pay.

The approach that we take at First Response Finance when rewarding our workforce is based on fairness and we believe we have robust processes in place to ensure that our employees are treated equally. We are confident that men and women are both paid equally for doing equivalent roles across our business departments and sites.

Our gender pay reporting figures for both mean and median hourly rate and bonus are entirely reflective of our organisation. First Response Finance has more male employees working in senior positions and because of this our average male salary is higher than our females. Despite this, 66% of leadership secondments are currently held by female employees, which demonstrates our commitment to developing future female leaders.

This pay gap will continue to exist until we reach a more equitable split of male and female employees in all roles and at all levels. We commit to continually reviewing our employee salaries to maintain equality, fairness, and transparency.

Don Brough, Chairman/CEO

Gender pay

44.2%
of employees are
male

55.8%
of employees are
female

Gender pay gap

Pay period that includes 05.04.2025

Mean

32.3%

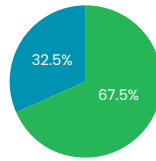
Median

11.8%

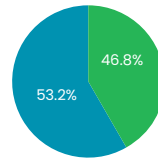
Proportion of people in each quartile band

The following shows the gender distribution when placed into four equally sized quartiles.

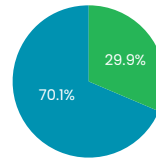
■ Male ■ Female



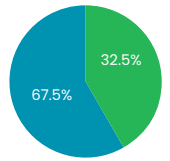
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Gender bonus

Gender bonus pay gap

12 months ending on snapshot date (06.04.2024 - 05.04.2025)

Mean

61.1%

Median

8%

95.7%
of males receiving
bonus

97.8%
of females receiving
bonus