



# GENDER PAY REPORTING 2023



**First Response**  
take care of your finance

# GENDER PAY REPORTING

The gender pay gap is defined as the difference between the average earnings of men and the average earning 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, over 50% of our current Future Leader cohort are female which demonstrates our commitment to developing our 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  
First Response Finance Ltd

## GENDER PAY



**47.6%**  
of employees are male



**52.4%**  
of employees are female

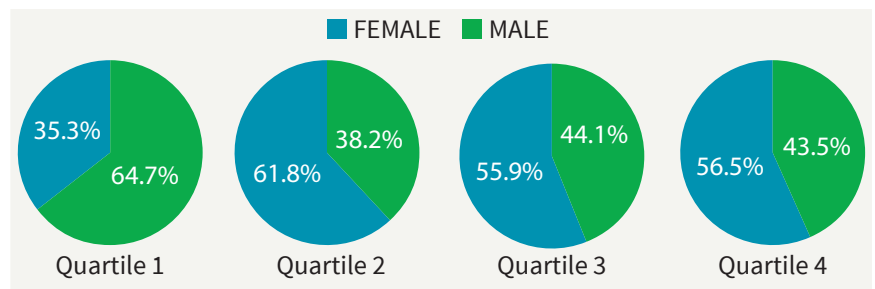
### GENDER PAY GAP

*Pay period that includes 5th April 2022*

Mean	Median
27.8%	1%

### PROPORTION OF PEOPLE IN EACH QUARTILE BAND

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



## GENDER BONUS

### GENDER BONUS PAY GAP

*12 months ending on snapshot date (6th April 2021 - 5th April 2022)*

Mean	Median
50%	3%



**99.2%**  
of males receiving bonus



**96.2%**  
of females receiving bonus