Gender Pay Gap Report for 2025/2026

This report sets out the gender pay gap statistics for G2V Recruitment Group Limited in relation to the reporting year of 2025/26.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, G2V Recruitment Group Limited is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organization.

The gender pay gap has many contributing factors which will differ from organization to organization, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organizational practices.

It is crucial to our understanding of gender pay disparity to recognize that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Our commitment to equality and diversity

Gender pay gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **41**% (rounded to one decimal place).

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **19**% (rounded to one decimal place).

Gender bonus gap

Mean gender bonus

gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is **73**% (rounded to one decimal place).

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is **79**% (rounded to one decimal place).

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: **74**%

Female employees: **76**%

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	67	76%	67	76%	67	76%	83	94%
Female	21	24%	21	24%	21	24%	5	6%

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: L Paterson

Name: **Lauren Paterson**

Job title: **HR Director**

Date of statement: 21st of March 2026

Contact

Please direct any queries relating to this gender pay gap report to Lucy Rawlings, HR Operations Manager by contacting HR@g2vgroup.com