

# Gender Pay Gap

April 2025

**Pro**  
GLOBAL



# CEO Statement

Once again, we have delivered strong business results in 2024 and our people remain at the heart of our success.

I am pleased to report that our gender pay gap continues to show positive progress. Over the past five years, our mean gap has reduced from 45% to 23%, representing nearly a 50% reduction. More notably, our median gap has decreased from 35% to just 2%, highlighting the sustained impact of our long-term initiatives.

At Pro Global, we are committed to fostering an environment where career progression is not compromised by family responsibilities.



Steve Lewis  
**CEO**

This year, we have enhanced our parental leave provisions and introduced a refreshed employee communication and networking platform, enabling greater engagement, collaboration and inclusion. These steps reinforce our commitment to supporting all employees in achieving their full potential.

While we celebrate our progress, we recognise that our work is not done. We will continue to drive meaningful change to ensure an equitable and thriving workplace for everyone at Pro Global.

I confirm that the gender pay gap data in this report is accurate.

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## What is the Gender Pay Gap?

The gender pay gap measures the difference between the average hourly pay of male and female employees in the UK. This data is essential in shaping our ongoing efforts to close disparities in pay and bonus whilst allowing us to demonstrate the significant progress we have made to date.

It is important to distinguish that the gender pay gap is not the same as equal pay. We are confident that our employees are paid equally for doing equivalent roles and regularly employ industry benchmarking to ensure that our remuneration remains fair and competitive for all employees, regardless of their gender.



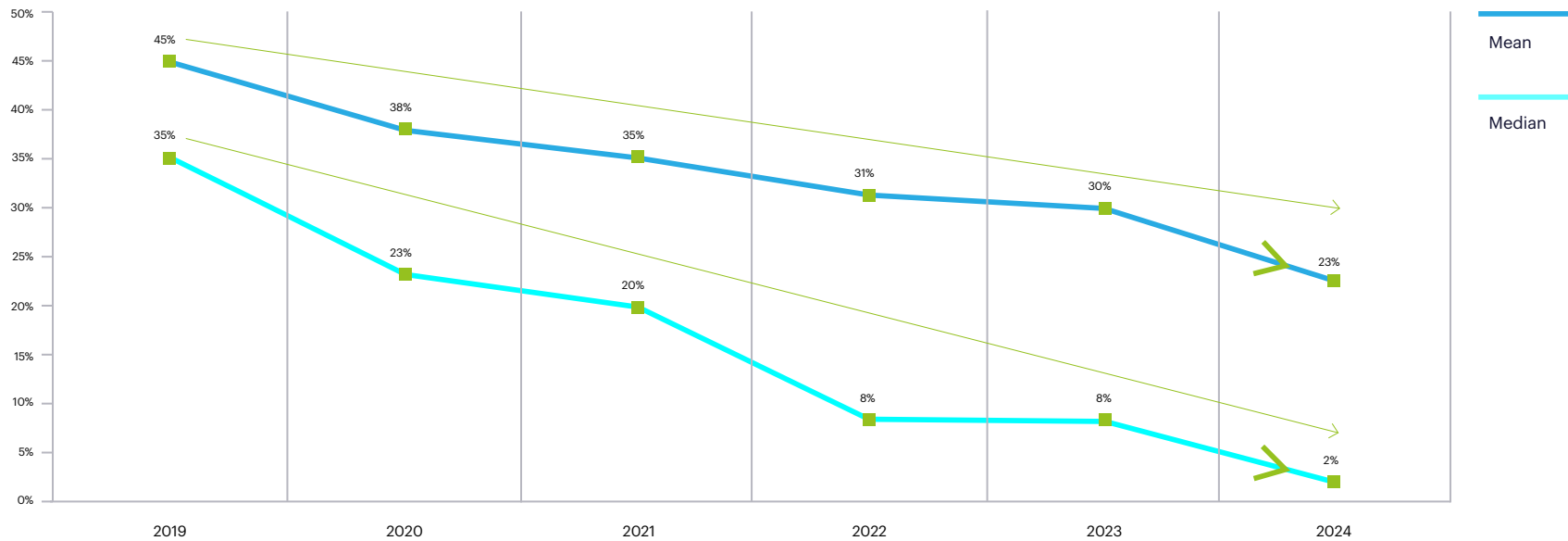
## How do we measure the Gender Pay Gap?

The **Mean** pay gap is the difference between the average hourly pay rate for male employees and the average hourly pay rate for female employees, calculated as a percentage of the average male hourly pay rate.

The **Median** pay gap is the difference between the midpoint male hourly pay rate and the female hourly pay rate, calculated as a percentage of the male value.

Our gender pay gap figures are based on hourly rates of pay as at 5th April 2024 and our bonus pay gap is inclusive of bonus amounts paid in the 12 months prior to this date.

### Gender Pay Gap 2019 - 2024



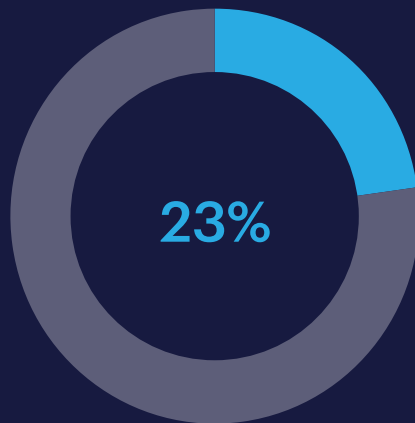


## What does our Gender Pay tell us?

We are encouraged by our 2024 gender pay gap results, which reflect the impact of our efforts in driving equity within our workforce. While we still see some variance in average hourly pay between male and female employees, our improvements demonstrate meaningful progress:

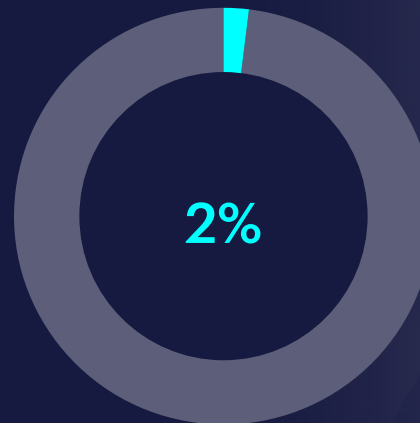
**Mean pay gap: 23%**

(a reduction from 45% five years ago)



**Median pay gap: 2%**

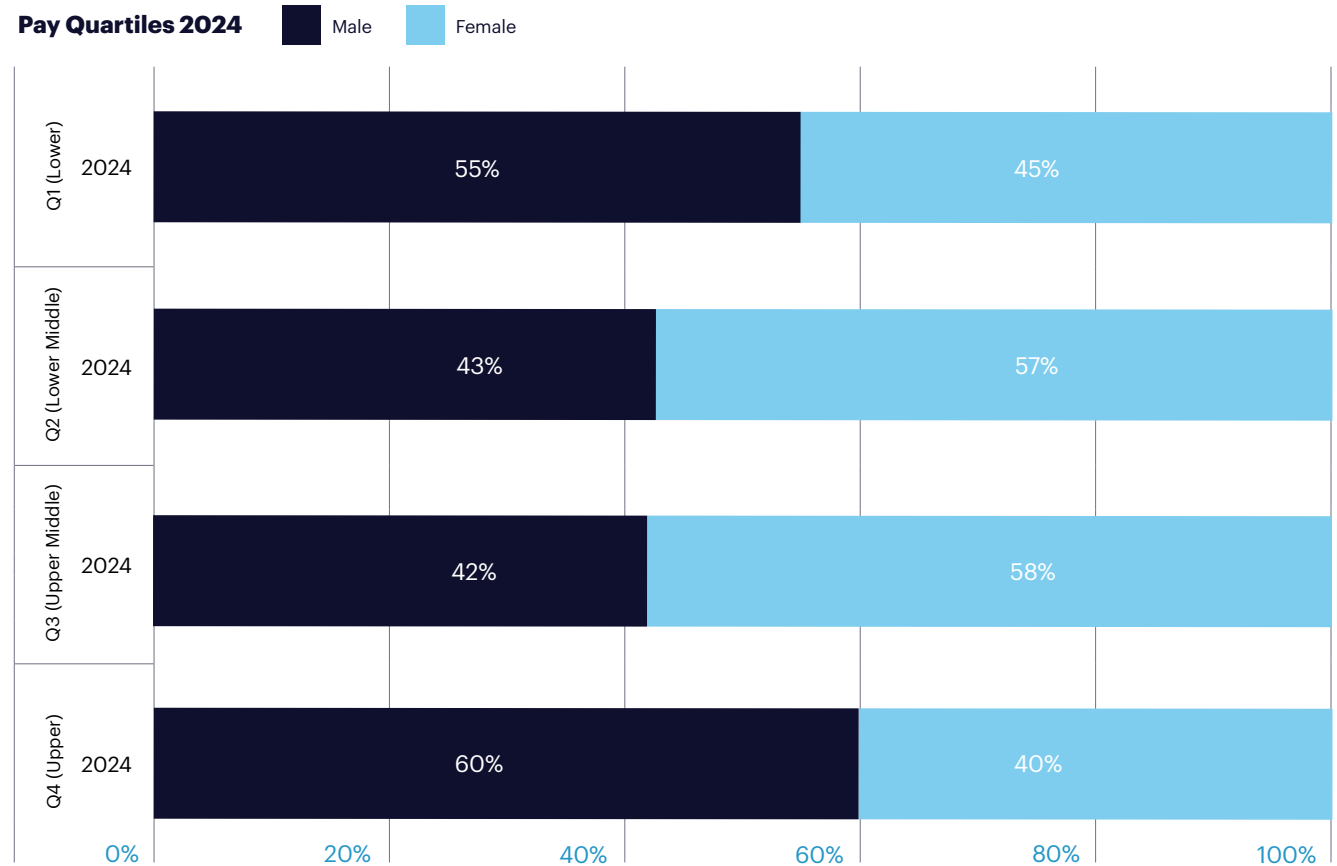
(a reduction from 35% five years ago)



## Explaining our Gender Pay Gap

Despite Pro having a higher number of female employees (51%) in the UK, our mean gender pay gap (23%) is reflective of the fact that we continue to have a lower proportion of females in senior leadership roles. However, we can chart our progress by looking back at our gender pay gap results in preceding years, which show steadily increasing female representation in our upper pay quartile, moving from 22% in 2020 to 40% in 2024.

While this may be the case at our highest level of leadership, our median gender pay gap (2%) demonstrates that we have been successful in achieving much more balanced representation across all other levels, with a higher proportion of female employees occupying roles in our middle two pay quartiles.

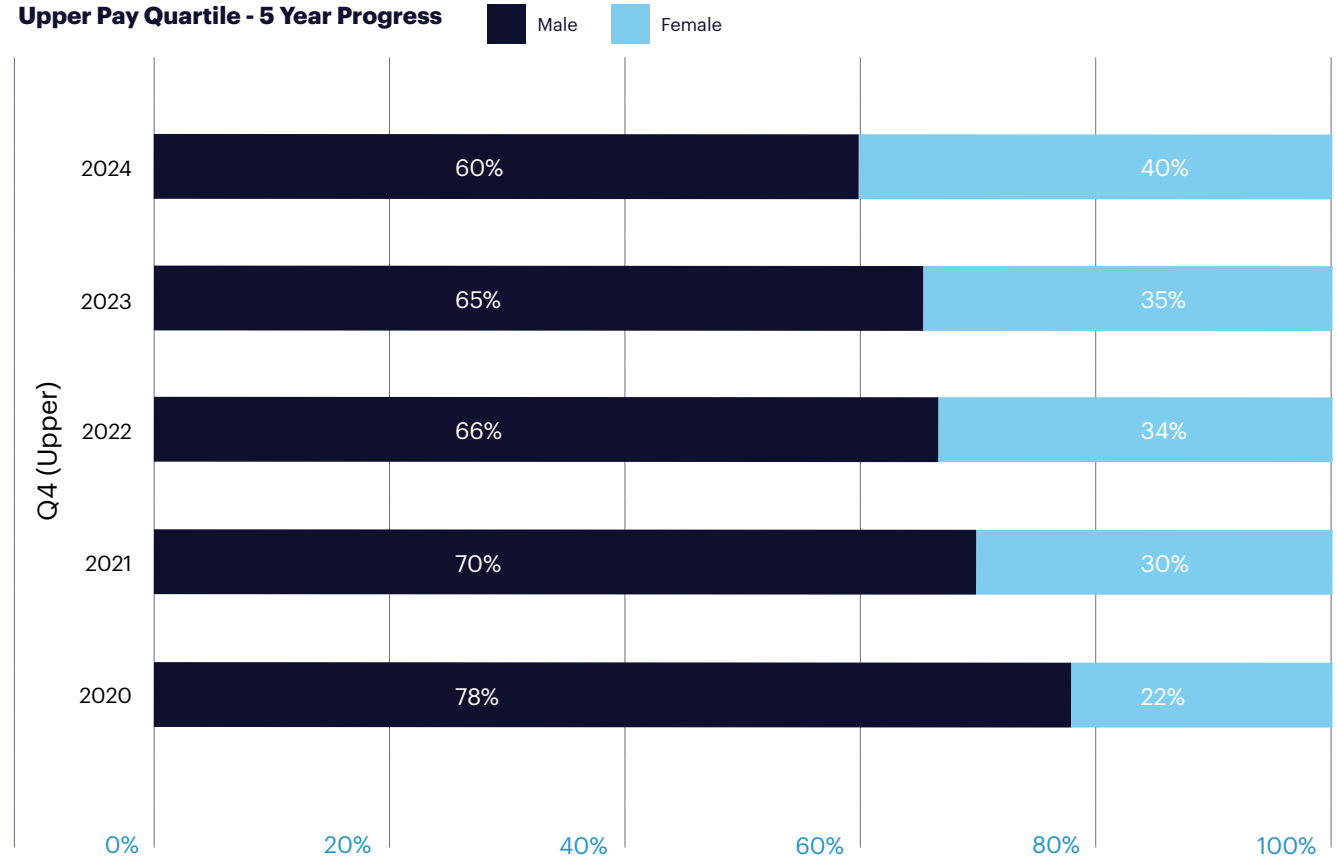


## Explaining our Gender Pay Gap

We believe that we have helped drive this change through the active steps we have taken to support employees in their personal and career development within the Company. The expansion of our career framework model, in conjunction with our flexible working approach and EDI initiatives, have increased the visibility of the equal progression opportunities we offer. We are therefore encouraged to see that in the 2024 reporting period, 58% of internal promotion opportunities were awarded to female employees, up from 42% in the previous year.

Overall, our gender pay gap results from 2024 are encouraging. They highlight that there is still progress to be made but the actions and policies we have implemented in recent years are moving us in the right direction.

**Upper Pay Quartile - 5 Year Progress**





## Bonus Pay Gap

Both the mean and median bonus pay gaps have decreased in 2024, reflecting our ongoing focus on equitable reward:

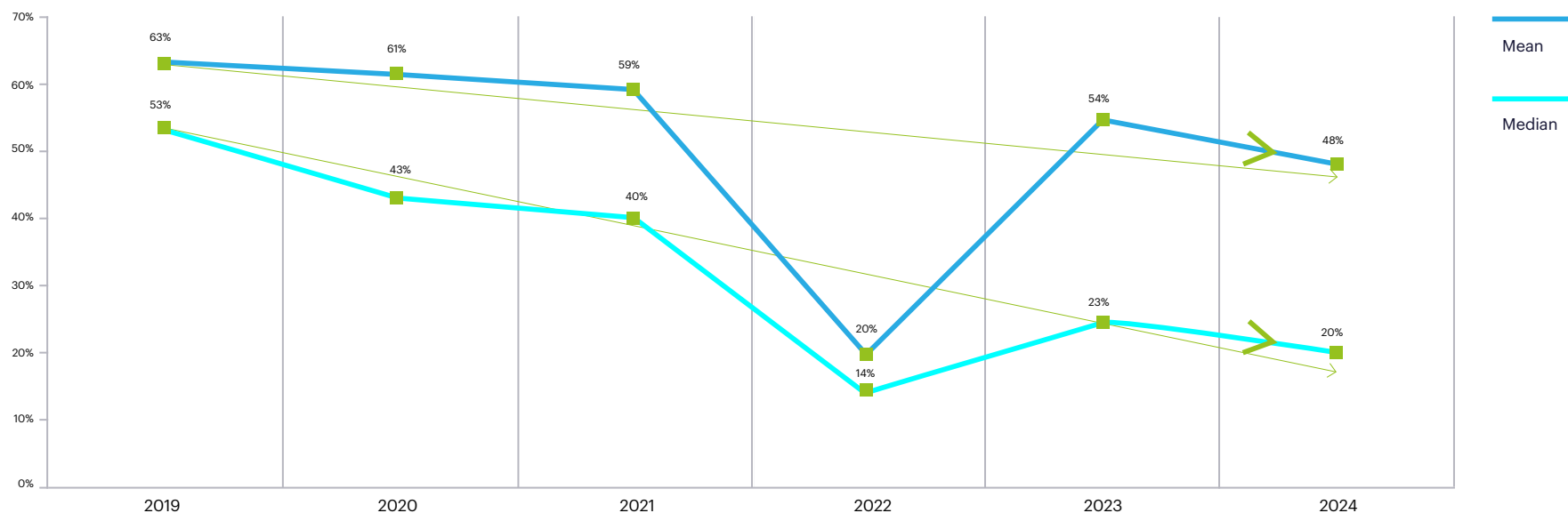
- Mean bonus pay gap: Reduced from 54% to 48%
- Median bonus pay gap: Reduced from 23% to 20%

We know that our bonus pay gap is linked to the higher proportion of male employees at senior management level. This was validated by the 2022

results, a year in which a lower bonus was awarded to those in senior roles. However, as demonstrated by our pay quartile data, we have made progress in increasing female representation across the higher job levels, and this is reflected in both the reduced mean and median bonus pay gap figures. We will continue to focus on the development of our own internal talent into senior roles, which is enabled through regular talent and succession planning activities.

The improvement in our bonus pay gap is also testament to our high performing female employees. In the 2024 reporting period, 57% of those achieving the highest performance ratings were female. As annual bonus allocation is in part determined by performance, these employees would have been awarded an increased bonus, further reducing the bonus pay gap.

### Bonus Pay Gap 2019 - 2024



## Employee Perspectives

To bring our gender pay gap progress to life, we asked employees to share their experiences of career development, inclusion and support at Pro Global:

### Kristy Lovegrove, Group Head of Technology

“At Pro Global, I’ve felt truly supported in balancing my career aspirations with my responsibilities outside of work. The company’s flexible working approach has allowed me to thrive in my role while maintaining a fulfilling work-life balance. I’ve also benefited from leadership support that has helped me develop professionally and progress within the organisation.”

### Claire Heal, Account and Operations Manager, Insurance Services

“The culture at Pro Global genuinely values talent and ambition. Through mentorship, training programs and a transparent career progression framework, I’ve had the opportunity to advance in my role while knowing my contributions are recognised and appreciated. The company’s commitment to inclusion and equal opportunities is evident in everything we do.”

### Sophie Perkins, Senior Recruitment Consultant

“Being part of a company that actively promotes career growth for women has been incredibly empowering. The structured development pathways and leadership support have enabled me to take on more responsibility and grow my expertise. Seeing more women move into senior roles is inspiring and proves that Pro Global is committed to making meaningful progress.”

## What actions are we taking to reduce the Gender Pay Gap at Pro?

**Pro is committed to taking actions that support and advance our Equality, Diversity and Inclusion (EDI) agenda.**

### Family responsibilities

We aim to foster an environment where career progression is not compromised by family responsibilities. In 2024, we introduced enhanced parental leave provisions, ensuring that we optimise the retention of our valued and skilled employees. Since the implementation of these enhancements, the feedback has been overwhelmingly positive.

### Employee communication

Recognising that we now operate in a hybrid working environment, 2024 also saw the launch of our employee communications and networking platform, which creates an opportunity for employees to connect within and beyond their immediate teams. The platform enables the opportunity to communicate with and give praise to employees on a range of topics including,

professional study success, exceptional effort and positive client feedback, providing an opportunity for the leadership team to celebrate individual achievements. In addition we encourage interaction with our shared interest and inclusion groups. There is also improved access to career frameworks and development opportunities which has increased the visibility of the range of progression opportunities across the company for all our colleagues.

### Education

In recognition of the vital role that our managers have in supporting the growth of our talent, we offer the opportunity to study for a management qualification via an apprenticeship. We have also implemented a regular schedule of manager training sessions, covering a diverse range of topics including neurodiversity and menopause awareness, engaging and developing the team and bullying and harassment. This helps to ensure that every employee is afforded a consistent level of support, feels valued, and can feel confident that their unique contribution is appreciated.



# *Focus Fuels Success*

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