

Gender Pay Report (2023 - 2024)

Morgan Hunt's gender pay gap is divided into two sections – its internal employee population which is just over 130 strong and the temporary worker population of circa 1,000, which supplies into its 500 or so predominantly public sector clients.

The gender pay gap in Morgan Hunt's internal employee population is strongly influenced by the salaries and gender make-up of the non-executive board, which itself is comprised of the founders of the business and key investors, all of whom are male. Furthermore, the current composition of the executive board as of the reporting date is predominantly male, putting aside the non-executive and the executive board, the Morgan Hunt gender pay gap falls from 42.3% to 16.1%.

Our Candidate Base

We recruit into the following sectors:

- Charity
- Education
- Finance
- Government
- Housing
- Professional services
- Property & construction
- Technology
- Social care

4.5%

Candidate gender pay gap down from 7.9% 22/23

55.3%

Our candidate population of women occupy the highest paid jobs

Our Staff

Excluding the non-executive board the mean difference in pay is

42.2%

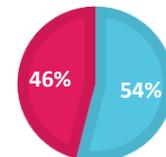
A reduction from 72% the previous year

Excluding the full board the mean difference in pay is

14.1%

Gender Population

■ Male ■ Female



Actions we are implementing to address our Gender Pay Gap

- We have reviewed and revamped pay & bonus for those individuals on Maternity/ Paternity/ Adoption leave - the aim of this is to provide more certainty for staff on leave and confidence in remuneration on return from leave.
- Aligned to this we have reviewed the promotion routes for working mothers within the business to flag any individuals who may not have received a promotion within the average promotion timescale in Morgan Hunt.
- We have clearly established sales roles and salary bandings which accompany them, these are reviewed regularly to ensure equality.
- We are actively addressing our representation of females in the leadership team – with three newly promoted female additions to the senior leadership over 2022/23 team which in turn may progress to the executive board.

These will be reviewed and updated on a regular basis – we are hopeful that these measures will lead to a reduction and in time a closing of the Gender Pay Gap in Morgan Hunt.

Performance related pay

We have competitive sales commission and bonus schemes which are linked directly to measurable performance metrics.



Daniel Taylor
Managing Director