

Gender Pay Report (2024 - 2025)

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 925 at the time of reporting, 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 26.7% to 8.7%. We are glad to see that the gender pay gap continues to fall year on year, but we are aware that there is more to do to achieve parity.

Our Candidate Base

We recruit into the following sectors:

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

17.2%

Candidate gender
pay gap

55.3%

our candidate population
women occupy of the highest
paid jobs

Our Staff

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

26.7%

A reduction from 44% the
previous year

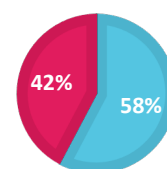
8.7%

A reduction from 16.1% the
previous year

Excluding the full board
the mean difference in pay is

Gender Population

■ Male ■ Female



Actions we are implementing to address our Gender Pay Gap

- We conduct annual salary auditing to ensure regular reviews of all salaries to identify and address disparities.
- We have clearly established sales roles and salary bandings which accompany them, these are reviewed regularly to ensure equality.
- Morgan Hunt promotes flexible working options to allow for part-time opportunities which help balance career and family responsibilities for all staff.
- We continue to address pay for those on maternity / paternity / adoption leave to ensure that these employees are not negatively impacted in their remuneration on return from leave. 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 working on a part-time basis within the business to flag any individuals who may not have received a promotion within the average promotion timescale in Morgan Hunt.

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