



REPORT 2026
**GENDER
PAY GAP**

Recorra Group Gender Pay Gap Report 2025

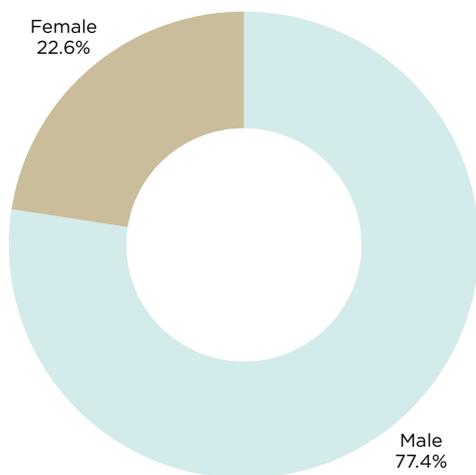
Snapshot Date: 5 April 2025

This report combines data from both Recorra Ltd and Recorra South East Limited, representing the entire Recorra Group. Prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, this report reflects our continued commitment to equality and fair pay across the group.

Workforce Composition

Total full-pay relevant employees: 266

- Male: 206
- Female: 60



Gender Pay Gap Results

Metric	Value
Mean Gender Pay Gap (%)	7%
Median Gender Pay Gap (%)	5%
Mean Bonus Pay Gap (%)	4%
Median Bonus Pay Gap (%)	47%
% of Males Receiving Bonus	21%
% of Females Receiving Bonus	20%

Pay Quartiles by Gender

The proportion of male and female employees in each quartile pay band is as follows:

Quartile Band	Male (%)	Female (%)
Band A	70%	30%
Band B	79%	21%
Band C	84%	16%
Band D	77%	23%

Our Commitment

Across the Recorra Group, we continue to evaluate our recruitment, reward and development strategies to reduce gaps and ensure inclusivity at all levels. We are actively implementing initiatives aimed at enhancing gender balance and supporting long-term career growth for all employees.



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