



EQUALITY, DIVERSITY & TRANSPARENCY

Gender Pay Gap Report

Annual Remuneration & Workplace Diversity Snapshot

Snapshot Period: 2025/2026 Equality Act 2010 Aligned Annual Publication

1. Executive Summary & Commitment

Emerald247 is deeply committed to fostering an inclusive, fair, and diverse working environment. We firmly believe in pay equity, transparent commission structures, and equal opportunity for career advancement across all sectors and management tiers.

In accordance with the **Equality Act 2010 (Gender Pay Gap Information) Regulations**, this report provides our key metrics and proactive initiatives to maintain pay parity.

2. Key Metrics Snapshot

Metric	Emerald247 (2025/2026)	UK National Benchmark
Mean Gender Pay Gap	4.2%	14.3%
Median Gender Pay Gap	2.8%	13.1%
Mean Bonus Pay Gap	3.1%	18.5%
Proportion of Females in Senior Leadership	52.0%	39.0%

3. Pay Quartile Distribution

Our workforce distribution across four equal pay quartiles reflects strong female representation across senior and revenue-generating roles:

- Upper Quartile (Highest Paid):** 54% Female / 46% Male
- Upper Middle Quartile:** 51% Female / 49% Male
- Lower Middle Quartile:** 48% Female / 52% Male
- Lower Quartile:** 50% Female / 50% Male

4. Proactive Commitments to Close Disparities

We continue to implement strategic initiatives to support diversity and fair pay:

- Transparent, formulaic bonus and commission schemes linked strictly to objective performance milestones.
- Structured return-to-work mentoring and hybrid working flexibility following parental leave.
- Annual independent salary benchmarking across all consultant and managerial bands.