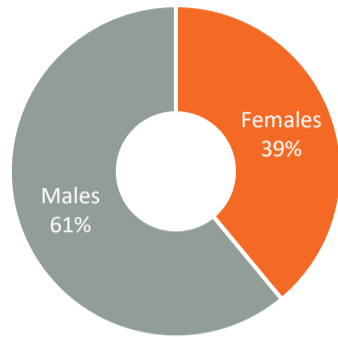


Gender pay gap report - Snapshot date 5 April 2025

Employees in the Business



| | 2025 | 2024 |
|---------|------|------|
| Females | 39% | 40% |
| Males | 61% | 60% |

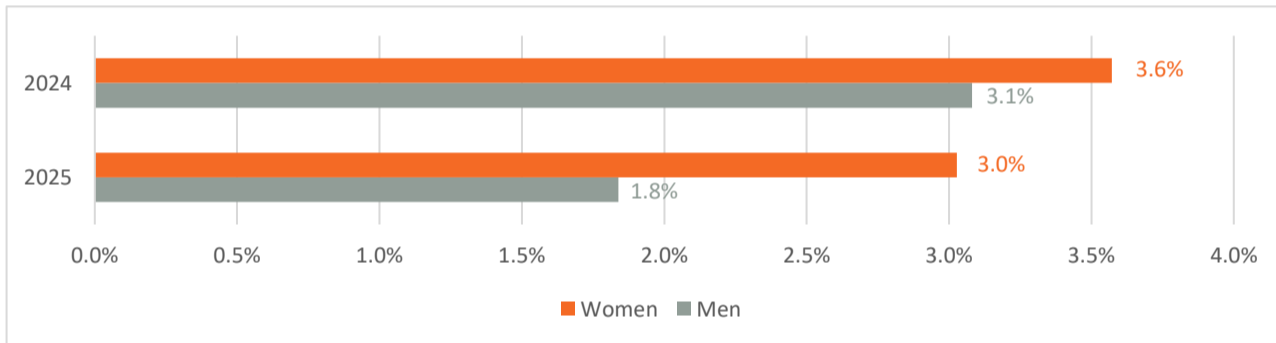
Pay per hour

| | | | |
|------|--------|-------|-------|
| 2025 | Mean | 10.5% | Lower |
| 2024 | Mean | 5.8% | Lower |
| 2025 | Median | 5.8% | Lower |
| 2024 | Median | 5.0% | Lower |

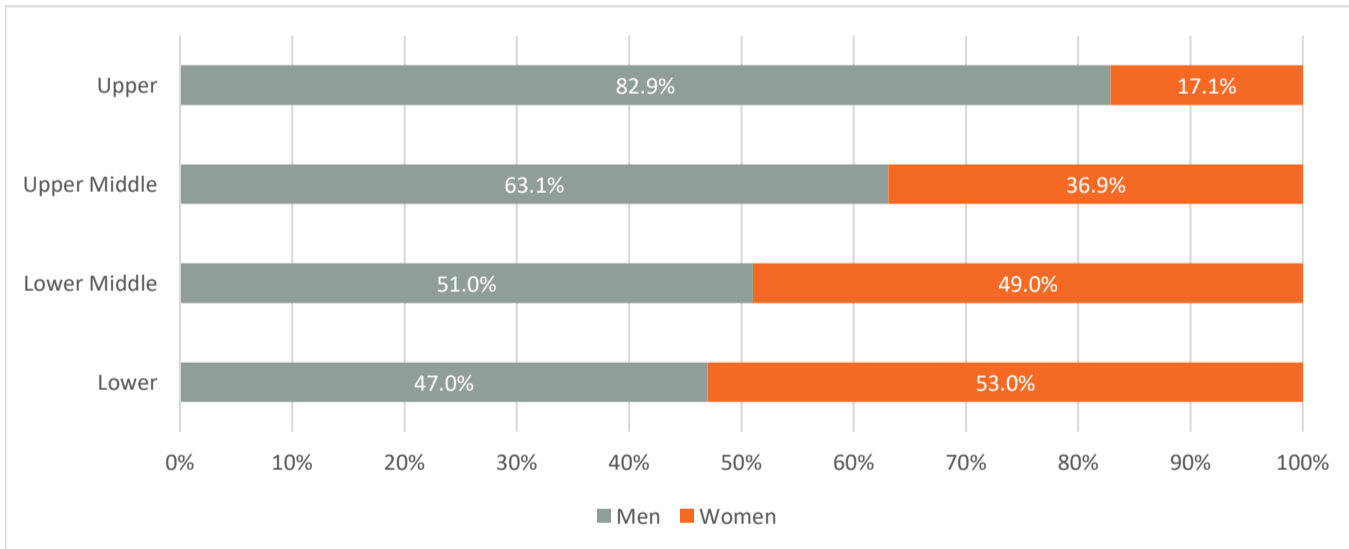
Bonuses

| | | | |
|------|--------|-------|--------|
| 2025 | Mean | 7.4% | Higher |
| 2024 | Mean | 0.4% | Higher |
| 2025 | Median | 60.3% | Lower |
| 2024 | Median | 0.0% | Higher |

Proportion of men and women receiving a bonus payment

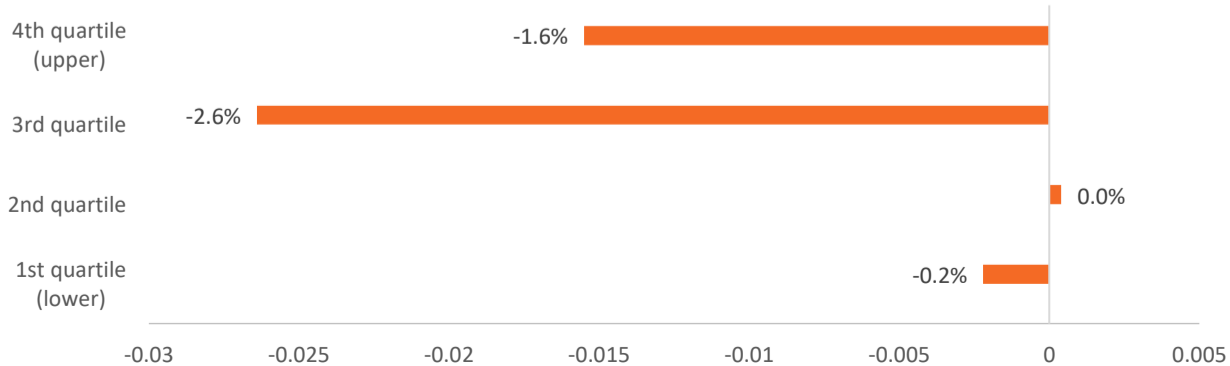


Pay Quartiles



Women's Median Pay Gap Per Quartile

Women's median pay gap per quartile



Understanding our pay gap

Berkeley Scott Limited is a hospitality recruitment business employing UK based PAYE temporary workers as well as internal staff. The rates paid to our temporary workers are predominantly determined by our clients, and are also affected by the Agency Worker Regulations.

Our temporary workers represent the significant proportion of our people, comprising 98.5% of our total. Due to this, pay to internal staff has a minimal impact on the overall pay figures, with the exception of bonus payments, as these are mostly paid to internal staff.

Hourly pay

The hospitality sector continues to employ more men in the higher paying Back of House positions such as chefs, whereas the Front of House positions such as waiting staff, which are generally not as highly paid, have a higher proportion of women working in these roles. In 2024/25, Back of House employees were paid on average of 25% more than Front of House staff. Although these jobs are not directly comparable, the difference in the number of men and women in Front of House positions compared to Back of House positions has a direct impact on the overall average earnings per hour.

The overall the split between men and women has decreased from 40% female representation to 39%. The number of men and women in the lower two quartiles was broadly equal, however the upper two quartiles are predominately male. This is due to the disproportionately low representation of female workers in Back of House positions.

Female representation in the Back of House positions was 31% this year, compared to 34% last year.

Bonus pay

Bonuses are rarely paid to temporary workers due to the nature of their temporary assignments, and this has the effect of lowering the overall percentage of the employees who received a bonus to 1.8% for men and 3% for women. The majority of bonus payments made were to our internal staff and were based on performance to targets, which are gender neutral as our commission schemes do not differentiate. The mean bonus paid to women was 7.4% higher than men, and the median bonus was 60.3% lower.

Pay quartiles

Across the individual pay quartiles, females are represented as follows: 53% in the Lower quartile, 49% in the Lower Middle, 37% in the Upper Middle and 17% in the Upper. Our pay quartiles are primarily driven by the hospitality market due to the inclusion of our candidates in this report, which has more men in the higher paying Back of House positions compared to the lower paying Front of House positions. Median pay for females is represented as follow: -0.2% in the Lower quartile, 0% in the lower middle, -2.6% in the upper middle and -1.6% in the upper quartile.

Declaration

We are confident that men and women are paid equally for doing equivalent jobs across our business. As a service provider to the hospitality industry we will continue to ensure our recruitment processes accurately represents the diverse nature of our candidates, who in turn are considered on individual suitability and merit before being put forward to our client base.

This statement confirms that the information is correct as at the time of publishing.



Richard Ward
Executive Chairman