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GENDER PAY GAP REPORT 2025

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At Mach, we welcome the opportunity to publish our Gender Pay Gap Report, reflecting our ongoing commitment to transparency and our dedication to building a truly equal and inclusive workforce.

The report is based on the pay data of **7,060** colleagues employed during the snapshot date of 5 April 2025. Of this workforce, **61.26%** were male and **38.74%** were female. It's important to note that this data includes a high volume of temporary workers, many of whom are based in production, manufacturing, warehousing and logistics roles, sectors that traditionally attract a higher proportion of male workers.

I'm pleased to report that this year's review continues to demonstrate a very small gender pay gap at Mach Recruitment, with a mean hourly pay gap of **0.9%** and a median hourly pay gap of **0.6%**. These results reflect our continued commitment to ensuring fair pay and equal opportunities across our workforce.



While women remain underrepresented in the highest pay quartile, we remain focused on promoting diversity and inclusion at every level of the organisation and will continue to review our policies and practices to support a fair, inclusive and supportive workplace for all colleagues.

I confirm that the information and data contained in this report, and submitted to the Government Equalities Office, is accurate as of the snapshot date, 5 April 2025.

Katie Barrett
HR Director
Mach Recruitment Ltd



UNDERSTANDING THE PAY GAP

How Is the Gender Pay Gap Measured?

The gender pay gap is assessed using four key metrics:

1. Mean hourly pay and bonus gap
2. Median hourly pay and bonus gap
3. Proportion of male and female employees who received a bonus during the 12-month period leading up to the snapshot date
4. Proportion of male and female employees in each pay quartile

How Is the *Mean* Hourly Pay Gap Calculated?

The **mean** pay gap shows the difference in the **average** hourly rate between male and female colleagues.

To calculate it:

- Add together the hourly rates of all female employees, then divide by the number of females to find the average (mean) female hourly pay.
- Do the same for male employees.
- Subtract the average female hourly rate from the average male hourly rate.
- Divide the result by the average male hourly rate and multiply by 100 to express it as a percentage.

How Is the *Median* Hourly Pay Gap Calculated?

The median pay gap reflects the difference in **middle** hourly pay rates between male and female colleagues.

To calculate it:

- List all female employees in order from highest to lowest hourly pay.
- Identify the middle value:
- If the number of employees is odd (e.g. 105), the median is the pay of the person ranked 53rd.
- If the number is even (e.g. 110), calculate the average of the 55th and 56th pay rates.
- Repeat the same process for male employees.
- Subtract the median female hourly rate from the median male hourly rate.
- Divide the result by the median male rate and multiply by 100 to express it as a percentage.



UNDERSTANDING THE PAY GAP

How are the mean and median bonus pay gaps calculated?

The bonus pay gaps are worked out in the same way as the hourly pay gaps, by comparing the average (mean) and middle point (median) bonus payments made to male and female colleagues over the 12 months leading up to the snapshot date.



Interpreting gender pay gap data

Gender pay gap figures reflect differences in pay across all male and female employees in the organisation, regardless of role, department, or seniority.

They do not measure equal pay, which is about paying men and women the same amount for doing the same or similar work. A gender pay gap does not necessarily mean an employer is breaking equal pay laws.

2025 RESULTS

Mach Recruitment has conducted its gender pay gap review based on snapshot data from 5 April 2025.

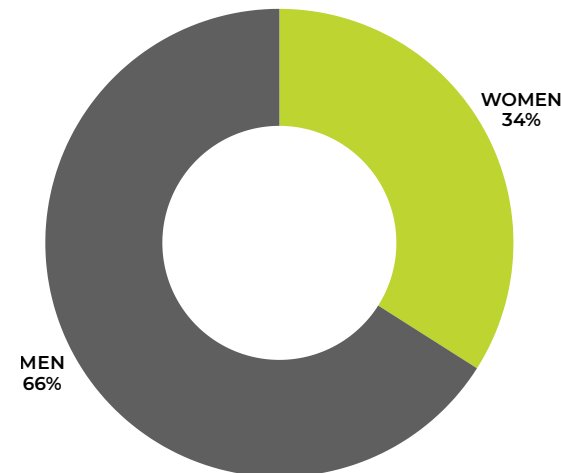
The results reveal the following:

- **Hourly Pay Gap:**

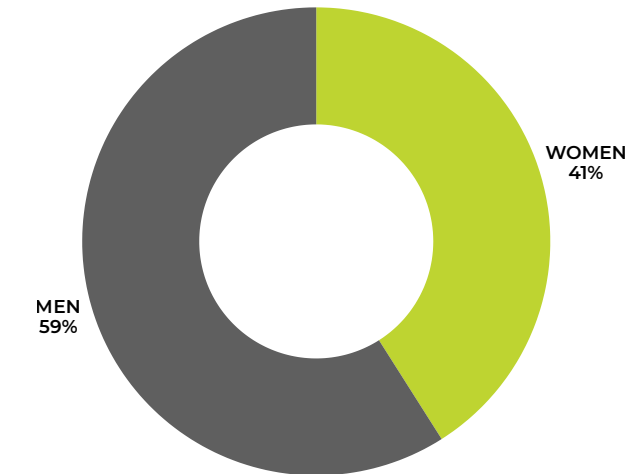
- Mean gap: 0.9% (men's average hourly rate is slightly higher than women's)
- Median gap: 0.6% (men's median hourly rate is slightly higher than women's)

- **Bonus Pay:** The data only showcases our temporary workforce. No bonuses were paid in the 12 months leading up to the snapshot date, therefore the bonus pay gap is not applicable.

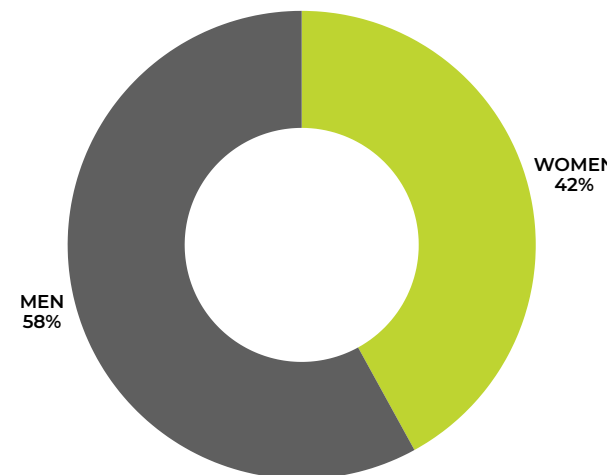
UPPER HOURLY
PAY QUARTER:



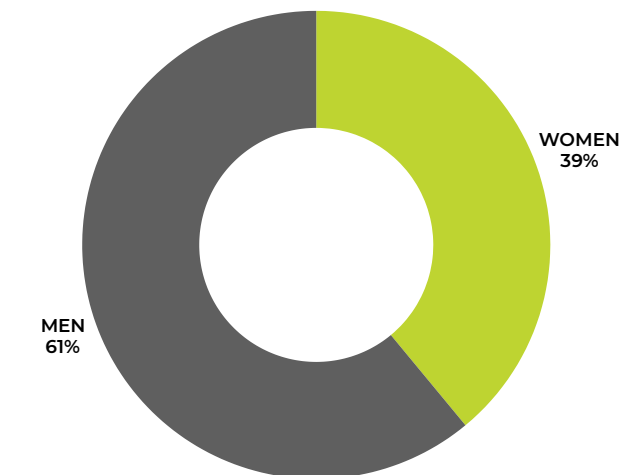
UPPER-MIDDLE
HOURLY
PAY QUARTER



LOWER HOURLY
PAY QUARTER:



LOWER-MIDDLE
HOURLY
PAY QUARTER:



SUMMARY

Mach Recruitment's 2025 gender pay gap results demonstrate that men and women are paid at broadly comparable rates across the organisation, with a mean hourly pay gap of 0.9% and a median hourly pay gap of 0.6%.

While men are more highly represented across all pay quartiles, particularly within the upper hourly pay quarter, the overall pay gap remains below 1%, reflecting our commitment to fair pay and equal opportunities. No bonuses were paid during the snapshot period; therefore, the bonus pay gap is not applicable.

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