

Gender Pay Gap Statement 2024

Organisation: Big Fish Group Limited

Snapshot Date: 5 April 2024

Responsible Person: Kerry Moston, Director

Introduction

Big Fish Group Limited is an umbrella company providing payroll and employment services to contractors and temporary workers. Our workforce is supplied via third-party recruitment agencies, and the assignment terms — including role type, location, and pay rates — are determined by those agencies and end clients.

As such, our gender pay gap results reflect the structure and demographics of the contractor workforce placed by our agency partners, rather than internal hiring, pay, or promotion policies, which we do not directly control.

Gender Pay Gap Data

- **Mean gender pay gap (hourly pay):** 31.1%
- **Median gender pay gap (hourly pay):** 72.2%
- **Mean & median bonus pay gap:** Not applicable (no bonuses paid)
- **Bonus pay received by men and women:** 0%

Gender Distribution by Pay Quartile

Pay Quartile	Men	Women
Upper	32.7%	67.3%
Upper Middle	46.6%	53.4%
Lower Middle	76.5%	23.5%
Lower	79.1%	20.9%

Understanding the Results

The gender pay gap figures reflect the types of assignments and pay rates offered to workers by agencies and clients. Factors such as location, industry, skills, and demand influence these roles, and as an umbrella company, we do not influence which roles individuals are assigned to or how those roles are remunerated.

We do not operate a direct recruitment or role allocation function, and therefore we are not in a position to determine or influence the gender distribution within particular assignments or pay bands.

Action Plan

While we do not control recruitment or placement decisions, we support fairness and transparency across the sector. Our commitments include:

- Continuing to publish gender pay data in line with statutory obligations.
- Engaging with agency partners to encourage fair and inclusive practices.
- Maintaining an open, inclusive, and compliant approach to employment and pay.

Closing Statement

Big Fish Group Limited remains committed to supporting equality, diversity, and transparency. While we do not control assignment types or pay rates, we believe reporting on our gender pay data contributes to wider industry awareness and improvement.

Signed,
Kerry Moston

Director
Big Fish Group Limited

A handwritten signature in dark ink, appearing to read 'K. Moston', is written over a faint horizontal line.