



PROMAN

Gender pay Gap Reporting



**The PROMAN
Standard**

Flexible Delivery · Future Ready · Fully Connected

Gender pay Gap 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2025.

We can use these results to assess:

- > the levels of gender equality in our workplace
- > the balance of male and female employees at different levels
- > how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Our report is inclusive of Agency Workers over whom we DO NOT have direct control of pay rate. The sectors we supply tend to be male-dominated, including Logistics, Warehousing and Construction. Our permanent employees represent less than 1% of the data.

Supporting narrative

The vast majority of individuals included in our data are temporary agency workers placed into client sites. Pay rates for these workers are determined by our clients, not by Proman. The gender pay gap we report therefore reflects the male-dominated nature of the sectors we serve rather than unequal pay for equal work within our organisation.

Bonus figures for both entities this year were affected by a number of retrospective payments processed within the 12-month bonus reference period. These payments were non-recurring in nature and have influenced the bonus gap and recipient percentages compared to a typical year.

The figures for Proman Managed Services Limited are based on our primary payroll data. A proportion of workers paid via a separate monthly payroll are not included in this report, and we are working to consolidate this for future periods.

For Proman Supply Chain Limited:

Hourly Rate — Women's Hourly Rate is: 39.12% Lower (Mean) | 10.37% Lower (Median)

Pay Quartiles

	Men	Woman
Top Quarters	83.47%	16.53%
Upper Middle	71.68%	28.32%
Lower Middle	64.55%	35.45%
Lower	64.01%	35.99%

In this organisation (which includes Temporary Agency Workers and direct employees) women occupy 16.53% of the highest paid jobs and 35.99% of the lowest paid jobs.

Bonus Pay — Women's Bonus Pay is: 57.47% Lower (Mean) | 35.83% Lower (Median)

Who received Bonus Pay: 18.82% of Men | 2.31% of Women

For Proman Managed Services Limited:

Hourly Rate — Women's Hourly Rate is: 26.45% Lower (Mean) | 0.37% Lower (Median)

Pay Quartiles

	Men	Woman
Top Quarters	86.27%	13.73%
Upper Middle	78.85%	21.15%
Lower Middle	73.08%	26.92%
Lower	78.85%	21.15%


In this organisation (which includes Temporary Agency Workers and direct employees) women occupy 13.73% of the highest paid jobs and 21.15% of the lowest paid jobs.

Bonus Pay — Women's Bonus Pay is: 32.01% Lower (Mean) | 21.97% Lower (Median)

Who received Bonus Pay: 34.93% of Men | 4.51% of Women


This information has been collated and approved as accurate.

Signed,
Patrick Ramsdale,
Co-Managing Director,
April 2026.



PROMAN
Unit 2, Think Park
Trafford Park
Manchester
M17 1FQ

The logo for PROMAN, featuring the word "PROMAN" in a bold, white, sans-serif font. A small orange arc is positioned below the letter "P".

www.proman-uk.com
 Proman-uk

contact@proman-uk.com