

# TSG UK Solutions Ltd

Gender Pay Gap Reporting – 5 April 2025



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# Introduction

TSG UK Solutions Ltd is committed to promoting gender equality and ensuring fair pay for all our employees. This report provides an analysis of our gender pay gap as of the snapshot date of 5 April 2025, covering the reporting period from 6 April 2024 to 5 April 2025.

We have calculated the data in this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This legislation requires all UK organisations with 250 or more employees to publish their gender pay gap information annually.

We recognise that a gender pay gap does not necessarily indicate unequal pay for work of equal value. Instead, it reflects the difference in average earnings between men and women across our entire workforce. We are dedicated to understanding the root causes of our gender pay gap and taking meaningful steps to address them.

This report will present the following key metrics:

- Pay quartiles
- Mean gender pay gap
- Median gender pay gap
- Proportion of men and women receiving a bonus
- Mean bonus gender pay gap
- Median bonus gender pay gap

We believe that transparency is crucial in driving positive change. We are committed to using this report as a tool to inform our ongoing efforts to create a more equitable and inclusive workplace.

## Pay Gap Data

### Calculation 1: percentage of men and women in each hourly pay quarter

	Men	Women
upper hourly pay quarter	88.89%	11.11%
upper middle hourly pay quarter	90.12%	9.88%
lower middle hourly pay quarter	83.95%	16.05%
lower hourly pay quarter	57.32%	42.68%

### Calculation 2: mean (average) gender pay gap for hourly pay

- 21.92%

### Calculation 3: median gender pay gap for hourly pay

- 26.92%

## Pay Gap Data

### Calculation 4: percentage of men and women receiving bonus pay

Men	23.69%
Women	5.85%

### Calculation 5: mean (average) gender pay gap for bonus pay

- 64.07%

### Calculation 6: median gender pay gap for bonus pay

- -250.00%