GENDER PAY GAP
2026 REPORT

Powered by PGL Beyond Certified B Corporation Learn more at bcorp.com

FAIR PAY. FAIR OPPORTUNITIES. THE WAY WE DO THINGS AT PGL.

MEDIAN PAY GAP

OUR MEDIAN PAY GAP **0.7%**

UK MEDIAN PAY GAP **12.8%**

OUR MEAN PAY GAP **2.3%**

Median is the middle number in a sorted list of numbers arranged lowest to highest (this is the figure commonly used for comparing salaries).
Mean is calculated by adding all the numbers together then dividing by how many there are (usually called an 'average')

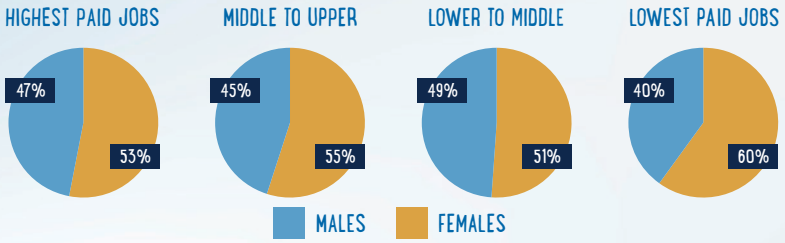


FAIRNESS BY DESIGN

Fairness is intentional at PGL. Our pay structures are designed to be fair and free from bias, and we're proud to be an accredited real Living Wage Employer.

FAIRNESS IN ACTION

The distribution of males and females across each of our pay quartiles indicates a healthy balance with **broadly equal gender representation** from the highest paid roles to the lowest paid roles.





MEDIAN BONUS GAP: -27.8%

Our negative median pay gap means that women at PGL received higher median bonus payments than men, reflecting strong bonus outcomes in commission-linked roles where women are highly represented.

PEOPLE. FAIRNESS. PROGRESS.

We're committed to creating a workplace where everyone can thrive, contribute and grow. We'll keep listening, learning and improving—together—for a fairer future for all.

I confirm that the data reported is accurate. Sharon Parkin, Chief People and Culture Officer, May 2026

Powered by PGL Beyond

PGL nst esto STUDYLINK tours

Certified B Corporation Learn more at bcorp.com