

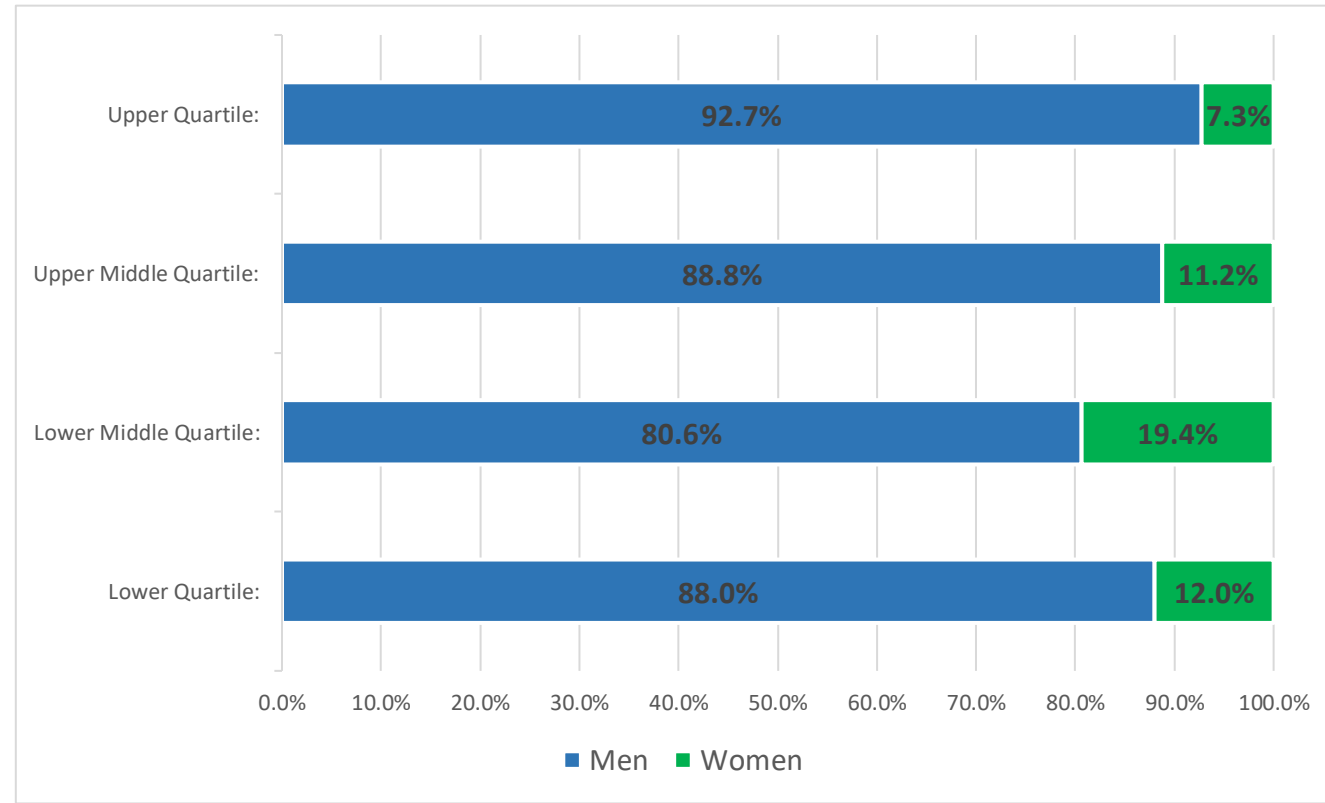
Talascend Limited Gender Pay Gap Report 2024

Hourly Pay Gap

The hourly gender pay gap shows the difference between the mean (average) and median (mid-point) pay rates of men and women, expressed as a percentage of men’s earnings.

Mean gender pay gap	16.16%
Women are paid 16.16% less than men. For every £1 a man earns, a woman earns 84p.	
Median gender pay gap	17.02%
Women are paid 17.02% less than men. For every £1 a man earns, a woman earns 83p.	

Percentage of men and women in each hourly pay quarter



Women occupy 12% of the highest paid jobs and 7.3% of the lowest paid jobs.

Bonus Pay Gap

The bonus gender pay gap shows the difference between the mean (average) and median (mid-point) bonus payments of men and women, expressed as a percentage of men’s bonus earnings.

Mean gender pay gap	46.91%
Women are paid 46.91% less than men. For every £1 a man earns in bonus pay, a woman earns 53p.	
Median gender pay gap	28.39%
Women are paid 28.39% less than men. For every £1 a man earns in bonus pay, a woman earns 72p.	

1.55% of the men in our business received bonus pay.

1.52% of the women in our business received bonus pay.