

serocor

GENDER PAY GAP  
REPORT 2023:

CONTRACTORS



March 2024



I am pleased to introduce Serocor Investments first Gender Pay Gap report. This is the first year that Serocor Investments has been required to report its Gender Pay Gap.

As part of the gender pay reporting requirements, we are required to report on our temporary workers (contractors) on behalf of our clients, we do not have control over their rate of pay or bonuses.

I can confirm that the results declared in this report are accurate as at the snapshot date of 5th April 2023. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'David Wilson'.

**David Wilson**

*Chief Executive Officer  
Serocor Investments*



## DEFINITIONS

### MEAN

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men.

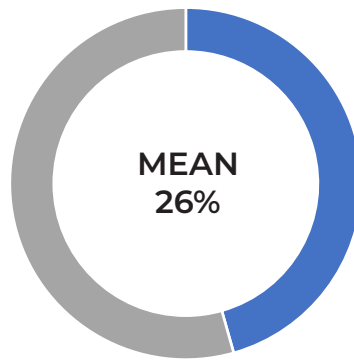
It is determined by adding up all of the hourly pay rates for each gender and dividing the total by the number of in that gender.

### MEDIAN

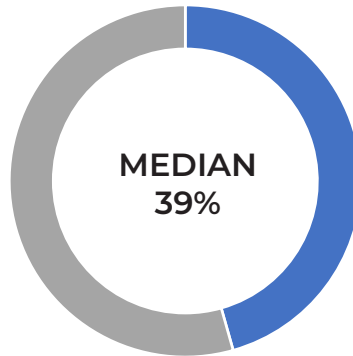
The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges and calculate the difference.

# Our Results

## Overall Gender Pay Gap (Based on Hourly Rate)



*“For every £1 a male earns; a female earns 74 pence”*



*“For every £1 a male earns; a female earns 61 pence”*

	Male %	Female %
Lower Quartile	74%	26%
Lower Middle Quartile	74%	26%
Upper Middle Quartile	90%	10%
Upper Quartile	70%	30%

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