



Gender Pay Gap Reporting

Reporting Snapshot Date: 5 April 2025

Published: April 2026

Introduction

Fusion People is an Employment Business (Agency) engaging UK based PAYE temporary workers as well as our own internal staff. As temporary workers are legally classified as our employees, we are required to include their details within our Gender Pay Gap Reporting. We are committed to building a diverse, inclusive and high-performing organisation. Transparency remains central to that commitment.

This report sets out our gender pay gap position as at 5 April 2025 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

A gender pay gap shows the difference in average pay between men and women across an organisation. It is different from equal pay, which relates to paying men and women the same for doing the same or equivalent work. We are confident that men and women are paid equally for like-for-like roles. Our gender pay gap reflects the overall make-up of our workforce and the types of roles men and women hold.

Workforce Profile

As of April 2025:

- 39% of our workforce is female (121)
- 61% is male (192)

Women are well represented in administrative and support roles. However, like many organisations operating within construction and infrastructure, we have fewer women in senior and technical positions. This has an impact on our overall gender pay gap.

Gender Pay Gap - Hourly Pay

As an employer, we are committed to ensuring that employees and contractors are paid fairly for the roles they undertake.

The Construction and Rail sectors have historically been male-dominated. While this continues to influence workforce composition across the industry, we work closely with clients to present the strongest candidates from a diverse talent pool for every role. For temporary workers, hourly pay rates are typically determined by the end client. While we advise on current market rates, pay levels are ultimately set in line with client requirements.

Under the Agency Worker Regulations, temporary workers are entitled to the same basic pay and working conditions as a comparable permanent employee after 12 weeks of continuous engagement in the same role. This means that any temporary worker who has been with a client for more than 12 weeks will receive the same rate of pay as a permanent employee undertaking the same work.



We remain committed to ensuring compliance with all relevant legislation and to promoting fair and consistent pay practices across our workforce.

	Mean Gap	Median Gap
April 2025	17%	20%
April 2024	14%	13%

This represents an increase compared with April 2024, when the mean gap was 14% and the median gap was 13%.

The increase is mainly due to the number of men in higher-paid senior and specialist roles. As these roles attract higher rates of pay, this affects the overall average pay figures.

Gender Pay Gap - Bonus Pay

The majority of the bonus payments reported relate to our internal employees.

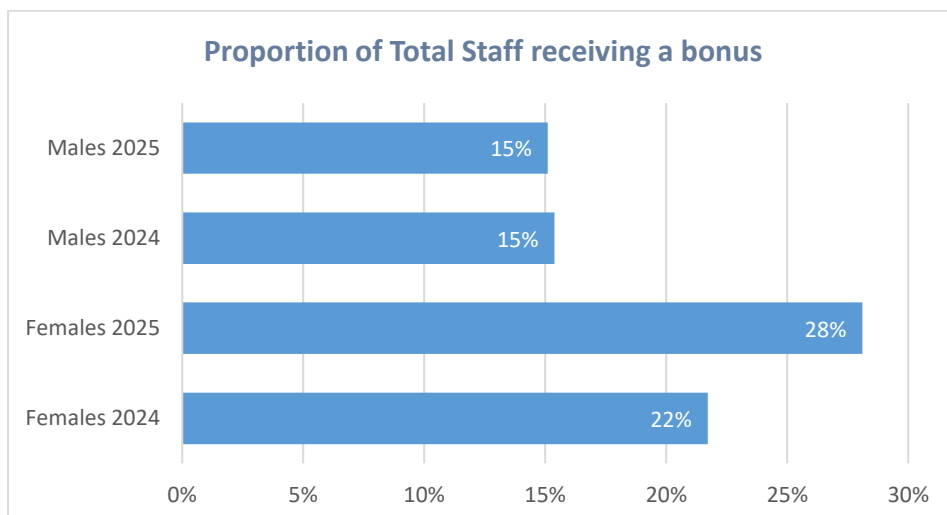
Due to the high number of temporary workers in comparison to our permanent internal staff, the overall percentage of employees receiving a bonus is reduced. Temporary workers do not typically participate in bonus schemes, which affects the overall reporting figures.

Within our internal workforce, the proportion of men and women is broadly balanced. Our data shows that a slightly higher proportion of women receive a bonus; however, the average value of bonuses paid to men is higher.

This difference is largely influenced by role type. A greater number of men are employed in sales and revenue-generating positions, where bonuses are performance-based and typically higher in value. This contributes to the reported bonus pay gap.

We continue to monitor bonus structures to ensure they are applied fairly and consistently across the organisation.

	Mean Gap	Median Gap
April 2025	83%	83%
April 2024	87%	83%



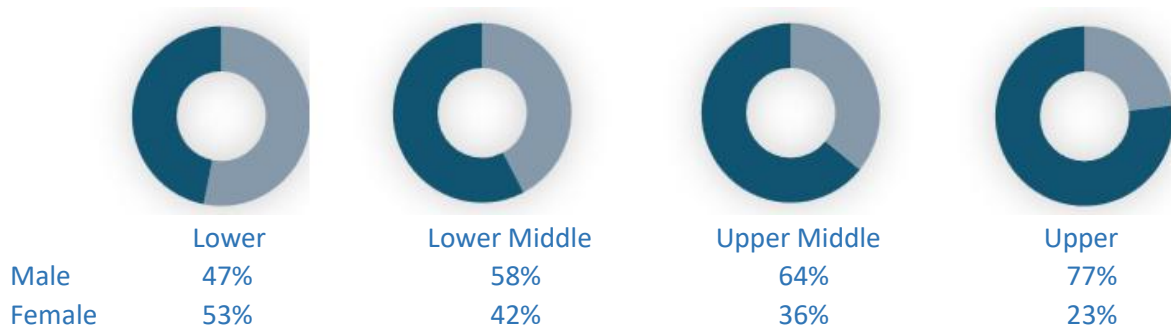
Pay Quartiles

Across our entire workforce, including temporary workers, 39% are women.

As women make up 39% of our workforce, we would expect to see female representation across all pay quartiles. Compared to last year, we have seen an increase in the number of women within the upper middle and upper quartiles, which is a positive step forward.

While an equal 50/50 distribution across all quartiles would be ideal, the current distribution reflects the overall proportion of women working within the Construction and Rail sectors. As these industries have historically attracted a higher proportion of male workers, this continues to influence workforce composition at all levels.

We remain focused on improving female representation, particularly in higher-paid and senior roles, over time.



Female representation decreases across higher pay quartiles, reflecting lower numbers of women in senior and specialist roles.

Closing the Gap

Fusion People remains committed to reducing the Gender Pay Gap and improving representation across all areas of the business. We work to ensure that training, development and progression opportunities are accessible to all employees, regardless of gender. Providing equal access to learning and career development is essential in supporting long-term change.

As a recruitment partner to many major clients, we recognise the importance of reflecting the diverse nature of our candidate base. All candidates are assessed on suitability, skills and experience. We promote balanced shortlists wherever possible and actively support our clients in identifying the best candidates from a broad and diverse talent pool.

Since 2017, we have championed Fairness, Inclusion and Respect across our business. We have also worked closely with clients to challenge outdated perceptions associated with the Construction and Rail sectors, which have historically contributed to occupational segregation.

Within our own organisation, we remain committed to:

- Supporting the progression of women into senior and leadership roles
- Ensuring equal access to training, development and career opportunities
- Promoting inclusive recruitment practices across our client partnerships



We continue to support and promote initiatives that encourage greater female participation in the industry, including:

- Women in Construction
- Women in Rail
- The Girls' Network
- STEM (Science, Technology, Engineering and Mathematics) initiatives

STEM programmes help encourage more girls to pursue engineering and technical subjects at school, which can lead to future careers within the sector. The Girls' Network supports teenage girls from disadvantaged communities through mentoring, helping them build confidence and ambition.

We recognise that some of these initiatives will not deliver immediate results. However, they form part of our long-term commitment to building a more diverse and inclusive workforce within the Construction and Rail sectors.

Declaration

I confirm that the information contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "Richard Ward".

Richard Ward
Chief Executive Officer