

PROUDLY INDEPENDENT

# GREEN & FORTUNE

EST. 2008

## GENDER PAY GAP 2025/26

POWERED BY  
PEOPLE

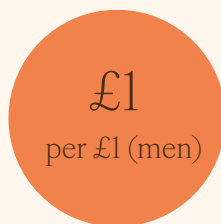


# WHAT IS GENDER PAY GAP 2025/26

The gender pay gap refers to the difference in the average earnings of men and women across an organisation. It looks at the mean or median hourly pay, including bonuses, received by male and female employees.

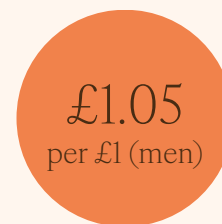
Equal pay is different. It relates to men and women receiving the same pay when they perform the same job, similar roles, or work that is considered to have equal value.

## MEDIAN



Green & Fortune has a median gender pay gap of 0%, compared to the UK national average of 12.8%.

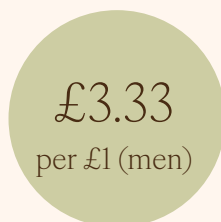
## MEAN



This means that, on average, women earn 4.53% more than men per hour across the organisation.

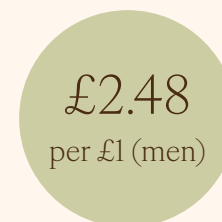
## BONUS PAY GAP

### MEDIAN



In this organisation, women earn £3.33 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 233% higher than men's.

### MEAN



In this organisation, women earn £2.48 for every £1 that men earn when comparing mean (average) bonus pay. Their mean bonus pay is 148% higher than men's.

The bonus pay gap reflects differences in bonus payments made to employees over a year. In our company, bonuses include referral bonuses, loyalty bonuses and structured bonus schemes linked to performance. These are typically available to the event sales teams and certain senior roles, as not all employees are eligible.

As a result, bonus values vary across the business, which can create a bonus pay gap. This reflects the different roles and incentive structures in place, rather than unequal pay for equal work.



# GENDER DISTRIBUTION BY PAY QUARTILE

Pay quartile data shows the distribution of men and women across different pay levels within the organisation.

