

# UK Gender Pay Gap Report 2025

Snapshot of data as of 5<sup>th</sup> April 2025, reported in 2026

20<sup>th</sup> March 2026



# Safeguard Global. We enable global expansion without the risk.

At Safeguard Global, we help people and organizations with global expansion by providing HR solutions that drive business success.

We are fully committed to the principles of equality and equal opportunities. We believe that our ability to help Company's hire talent anywhere in the world, is inextricably linked to unlocking the potential of a truly diverse global workforce.



# Overview

Safeguard Global values a diverse workforce and emphasizes workplace flexibility through a “Work in Any Way” culture. We are committed to providing flexibility for employees globally and enhancing Inclusivity, Equality and Diversity in the workplace.

Working with leadership to develop and publish functional career paths for employees continues to be a focus, aimed at promoting equal opportunities and career progression.

Employees are empowered to share their skills, set goals and access a Career Hub, unlocking a range of benefits that support their professional development.

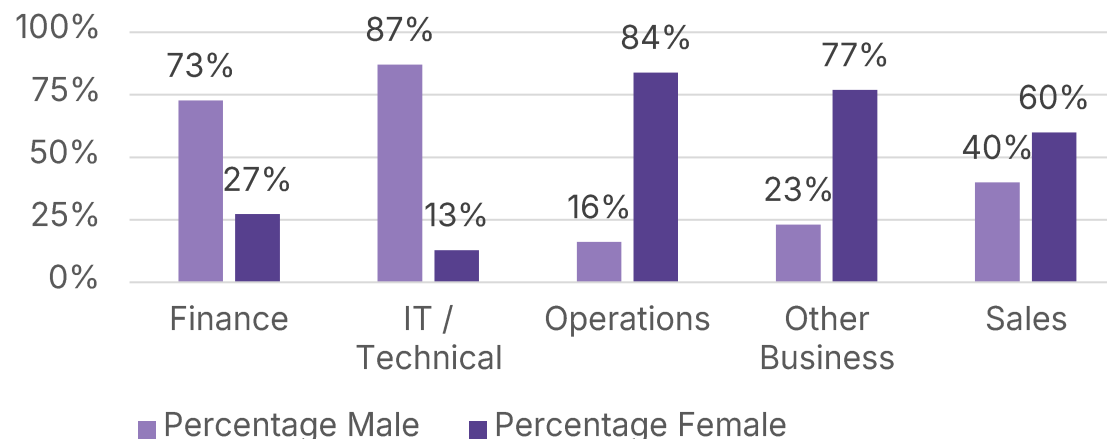
“Talk in Any Way” a series of blogs and podcasts is an initiative to share experiences from experts around the business and inspire employees to grow their careers.

In 2025 a Leadership Webinar Series was launched, providing employees with practical leadership and career development insights direct from Safeguard leaders.

As we exam the internal gender pay gap results, we review the proportion of leadership roles held by females at Safeguard. In the UK, 50% of leadership roles are held by females.

We continue to be impacted by occupational differences. For example, the IT & Technical function, which attracts high salaries due to the skills and knowledge required, are occupied by 87% males. The Finance function is similarly impacted, with 73% of roles occupied by males.

**Safeguard Gender Split by Department Type**  
(as of 5th April 2025)



# Key Gender Pay Gap Reports 2025

It's important to note that although Safeguard Global employ and are required to report on 499 UK based employees, only 102 of these are directed by Safeguard management.

The remaining 397 employees fall within our Employer of Record (EoR) line of business. In this business model, the client is determining who is hired and the appropriate salary for the employee, rather than Safeguard.

*Data reported includes UK EoR employees*

## Hourly Pay

Mean pay gap 22.3%  
Median pay gap 22.8%

## Bonus Pay

Mean bonus pay gap 54.4%  
Median bonus pay gap 56.2%

## Proportion of employees receiving a bonus (12 months prior to 5 April 2025)



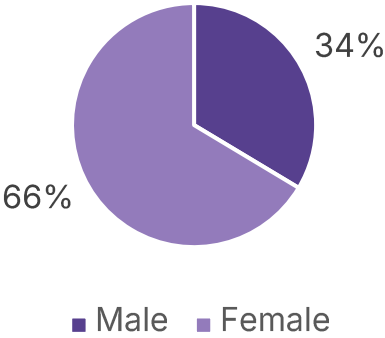


# Gender Pay Gap Results 2025

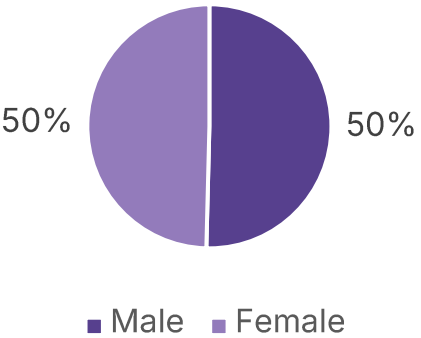
Key findings of combined results include:

- The mean gender pay gap has increased by 0.8% (compared to 21.5% at last report)
- The median gender pay gap has increased by 3.4% (from 19.4% at last report)
- In 2025, the proportion of women in the upper middle quartile is 37%, compared to 39% in 2024.
- The proportion of women in the upper quartile is 37% in 2024, compared to 39% in 2024.
- A gap in average bonus pay remains present. It's likely that this is due to significant commission being paid via Sales Incentive Programs.

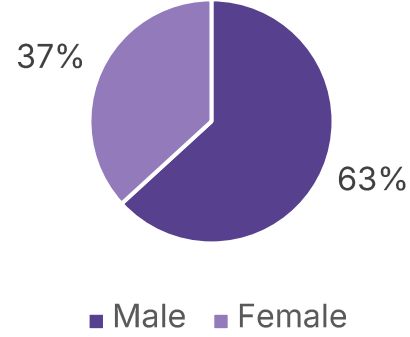
Lower Quartile



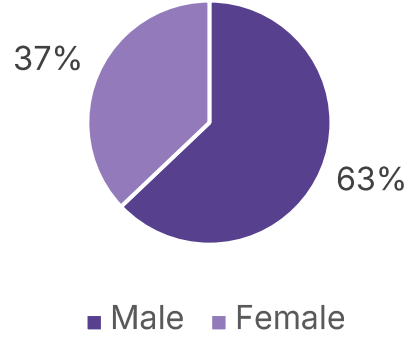
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



# Action Plan

## Future of Work

Work in Any Way continues to promote workforce diversity and flexibility. Our hybrid policy empowers employees to choose their work location while ensuring role requirements and compliance. Providing more flexibility creates more opportunities for our employees.

## Equal Opportunities

We are committed to equality in recruitment, development, and rewards by continuously improving systems and processes.

## Recruitment

Hiring is based on skills, using structured, multi-stage interviews to reduce bias. Despite industry challenges, Safeguard Global aims to shortlist female candidates for IT, Sales and Finance roles to foster inclusivity.

## Bonding Leave

To ensure consistency between men and women, we have a bonding leave policy that provides enhanced paid leave to new parents.

## Progression and Development

We have seen great success from our talent planning and management development programs. In addition to these programs, we continue to invest in our people and provide opportunities to develop and learn any time and any where with the support of our Learning Management Systems and dedicated L&D team.

## Reward and Recognition

Currently we set salaries based on market data and internal equity. Merit increases are performance-based, rather than determined by ad-hoc recommendations. We periodically check for equity to prevent bias and ensure fair compensation.

## Career Paths

We are committed to collaborating with leadership to continue developing clear and specific career paths by function, ensuring equal opportunities for growth, and fostering fair career progression for all team members.

# Statutory Signature

I, Katherine Loranger, Chief People & DEI Officer confirm that the above data has been compiled in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 regulations, using automated payroll software and that I believe it to be accurate.

Signature: Signed by:  
  
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Date: 3/20/2026 | 12:23 PM CDT



Thank you