



# GENDER PAY GAP REPORT 2025

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# 01. Introduction

**NRG remains firmly committed to promoting gender equality in the workplace. In 2024, we celebrated the appointment of Leanne Chambers as Managing Director of both NRG and Greenbean. Her leadership reflects our ongoing efforts to improve recruitment solutions while ensuring fairness and inclusivity.**

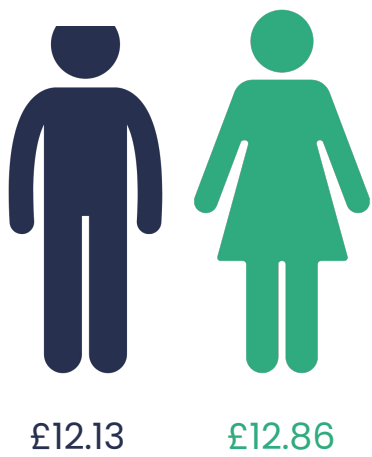
We continue to invest in transparent pay structures, flexible working arrangements, and support for working parents. As we publish our 2025 report, we reaffirm our pledge to create an inclusive, equitable, and empowering environment for all.

## 02. What is the Gender Pay Gap?

The gender pay gap refers to the difference in average earnings between men and women across an organisation. It is not the same as equal pay for equal work but instead reflects broader workplace inequalities. A range of factors, such as career breaks, part-time work, and underrepresentation in senior roles, contribute to the gap. At NRG, we are committed to identifying and addressing these issues to create a more balanced workforce.

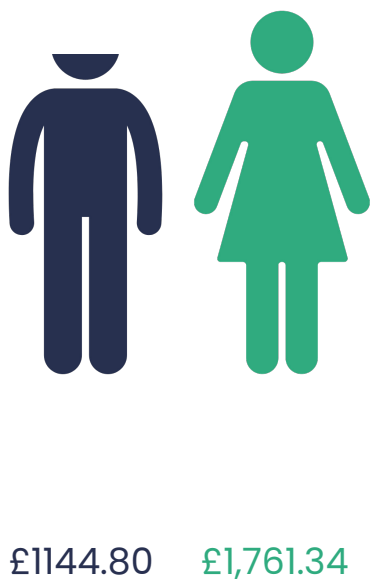
# 03. Our Data

The figures below reflect our gender pay data for the snapshot date in 2025:



## Pay Difference

While the average hourly rate for females stands at £12.86, and for males at £12.13, the difference of £0.73 translates to a mean pay difference of **-6.0%**, meaning females earn more on average than their male counterparts. When examining the median hourly rates, the trend continues. The median female hourly rate is £12.00, compared to £11.53 for males, resulting in a difference of **-£0.47**. This equates to a median pay difference of **-4.1%**, again in favour of females.

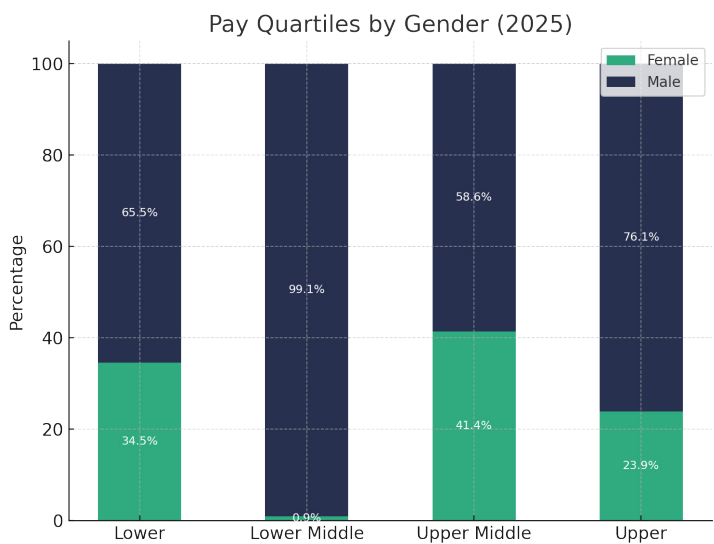


## Bonus Difference

A higher percentage of males (**61.9%**) received bonuses compared to females (**55.1%**). However, the average female bonus stood at £1,761.34, significantly higher than the average male bonus of £1,144.80. This results in a difference of **-£616.54**, equating to a mean bonus difference of **-53.9%** in favour of females. The median bonus figures reinforce this trend, with the median female bonus at £1,254.40 compared to £561.22 for males. This results in a substantial difference of **-£693.18** and a median bonus difference of **-123.5%**, again in favour of females.

## Pay Quartiles

The bar chart illustrates the gender distribution at NRG across four equally sized quartiles.



## 04. Conclusion

Our 2025 data shows encouraging signs of progress, with both mean and median pay and bonus differences now in favour of females. We continue to implement measures that address systemic barriers to equality and support the advancement of women in the workplace. Through pay transparency, inclusive policies, and targeted development initiatives, we strive to close the gender pay gap and promote equity across all levels of our organisation.



Authentic



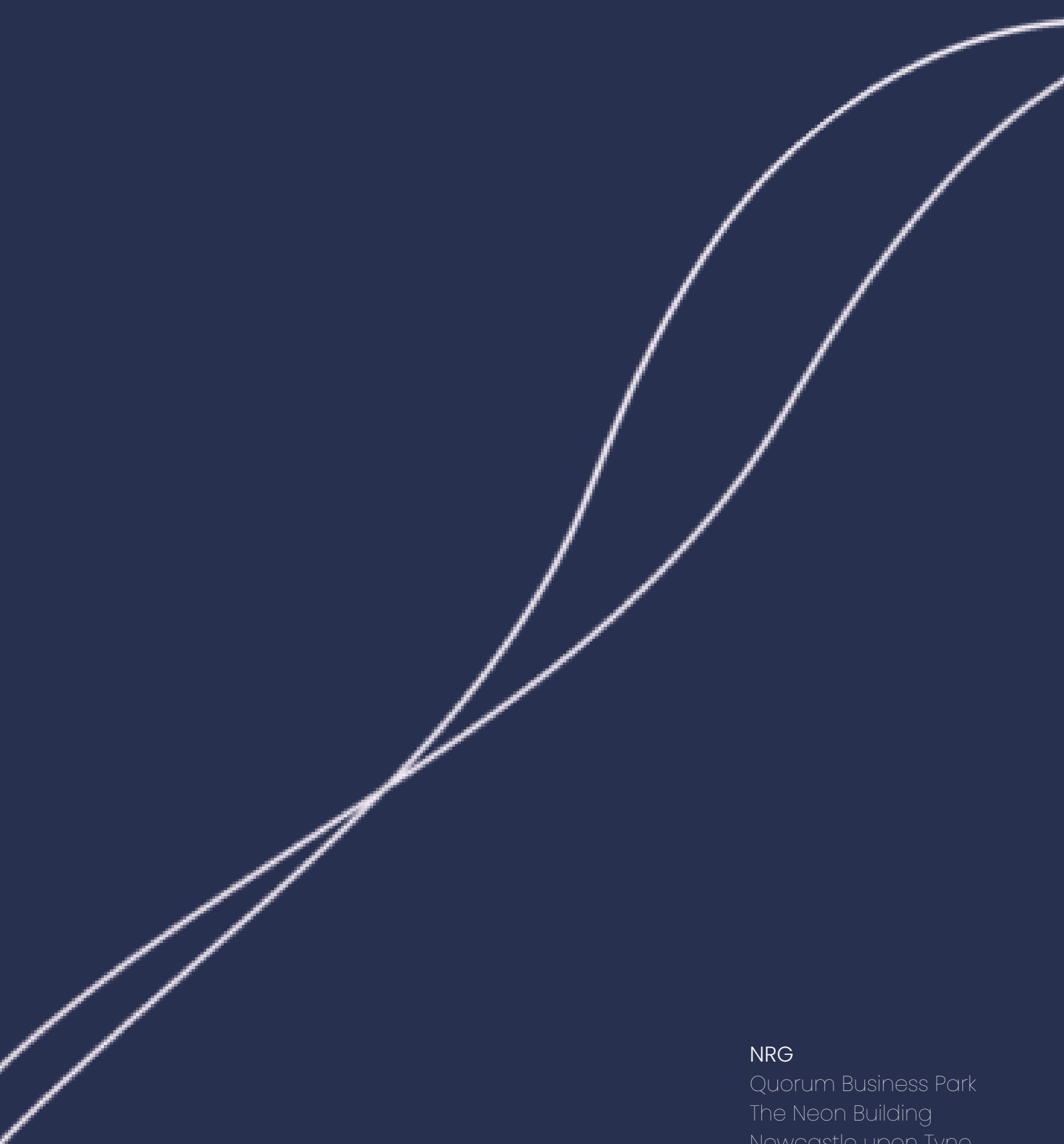
Bold



Inclusive



People-centric



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