

**Robert—  
—Walters**

# **Robert Walters Gender Pay Gap Report**

**April 2024**

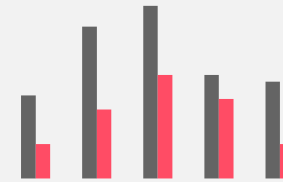
# What is the gender pay gap?

Businesses in the UK with 250 or more staff are required to report their gender pay gap, based on the snapshot date of the 5th of April each year.

The Gender Pay Gap is the percentage difference between male and female employees' hourly earning rates across the business.

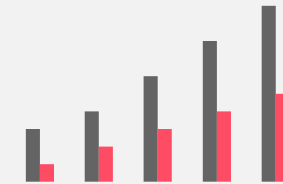
The Gender Pay Gap is measured by the Mean (average) and Median (mid-point) percentage of hourly rates

**Of note is that statutory reporting requires us to combine the figures for our internal permanent employees with those of our temporary contractor workers that are on assignment with clients outside of Robert Walters . Where relevant, this is referenced below. In our report this year we have opted to reference our internal gender pay gap, as well as our combined (reported) gender pay gap.**



## Mean gender pay gap

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company.



## Median gender pay gap

The median gender pay gap compares the hourly pay of the woman in the middle and the hourly pay of the man in the same position if all company colleagues were lined up in female and male lines in order of pay from highest to lowest.

# Internal reporting: permanent employee data

Below, you can see various indicators showing the difference between pay and bonus for all females and males internally at Robert Walters.

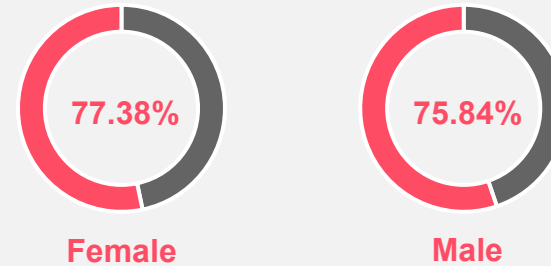
## Our gender pay and bonus gaps

This shows our overall mean and median gender pay and bonus gaps for our permanent employees only.

Role	Median	Mean
Gender pay gap	23.97%	20.92%
Gender bonus gap	39.85%	-6.21%

## Our bonus awards

This shows the proportion of permanent female and male employees that received a bonus during 2024.



## Our gender mix by pay level

This shows the mix of females and males at different levels of pay for our permanent only employees.

Quartile	Female	Male
Upper	43.43%	56.57%
Upper middle	48.00%	52.00%
Lower middle	60.00%	40.00%
Lower	70.00%	30.00%

# Statutory reporting: permanent and temporary employee data

Below, you can see various indicators showing the difference between pay and bonus for all females and males at Robert Walters. Of note is that these figures include our temporary contract workers on assignment outside of Robert Walters.

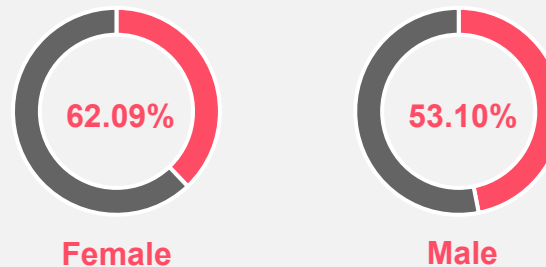
## Our gender pay and bonus gaps

This shows our overall mean and median gender pay and bonus gaps when we combine both our employees with our temporary workers who are on assignment with our clients (as per the statutory requirement).

Role	Median	Mean
Gender pay gap	29.39%	28.22%
Gender bonus gap	40.30%	0.24%

## Our bonus awards

This shows the proportion of females and males that received a bonus during 2024. This data includes both Robert Walters permanent employees and temporary workers on assignment with our clients who are typically not eligible for bonus payments.



## Our gender mix by pay level

This shows the mix of females and males at different levels of pay.

Quartile	Female	Male
Upper	36.84%	63.16%
Upper middle	45.52%	54.48%
Lower middle	58.96%	41.04%
Lower	65.67%	34.33%