

# Gender Pay Gap Action Plan 26/27



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## Prime Appointments Ltd

At Prime Appointments Ltd, we are committed to fair pay, equal opportunity, and inclusive recruitment practices across all areas of our business.

As a recruitment and **labour provider**, we support a wide range of clients across manufacturing, engineering, logistics, food, beverage, warehousing, and commercial sectors. Our workforce includes both internal employees and a large number of temporary workers placed with client organisations.

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## Our Gender Pay Position

Our latest gender pay gap data shows that we are broadly achieving pay parity between men and women within our organisation.

However, like many businesses operating across industrial sectors, we recognise that gender representation across roles remains uneven. This is particularly influenced by wider labour market trends in traditionally male-dominated industries such as manufacturing, engineering, and warehousing.

It is also important to note that pay rates for temporary workers are set by client organisations, not by Prime Appointments Ltd. While we do not control these rates, we recognise our role in supporting fair access to opportunities and encouraging balanced representation across all roles we recruit for.

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## What Our Data Tells Us

Our analysis highlights that:

- Overall pay levels between men and women are broadly balanced
- Women are currently underrepresented in higher-paid roles
- Bonus and commission outcomes vary due to role type, eligibility, and performance structures
- Workforce distribution reflects wider industry gender patterns

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## Our Priorities Moving Forward

### 1. Improving Representation and Progression

We are committed to supporting fair progression opportunities within our internal teams, with a focus on improving gender balance in senior and higher-paid roles.

### 2. Inclusive Recruitment Practices

We will continue to:

- Promote inclusive job advertising and candidate attraction strategies
- Encourage applications from underrepresented groups in sectors where imbalances exist
- Support clients in accessing diverse and balanced candidate shortlists where appropriate

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### 3. Working in Partnership with Clients

As a labour provider, we work closely with clients across a wide range of industries. We will continue to promote fair and inclusive hiring practices and share insight on workforce diversity trends where relevant.

### 4. Bonus and Commission Fairness

We will monitor bonus and commission structures across our internal teams to ensure they remain fair, transparent, and consistently applied.

### 5. Ongoing Review and Transparency

We review our gender pay gap data annually and use this insight to guide our people strategy and continuous improvement.

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### Our Commitment to Inclusion

We are committed to building an inclusive workplace where all employees and workers are treated fairly and have equal access to opportunity, regardless of gender or background.

We recognise that improving gender balance in our industry is an ongoing challenge, but we are committed to playing our part in driving meaningful and practical progress.

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