

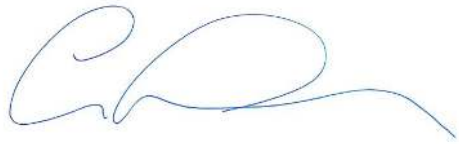
Gender Pay Gap Reporting 2024

Resolute Management Limited

Published 21st March 2025

Statutory Statement

Confirmation that the information is accurate and in accordance with
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink, appearing to read 'G. Finney', with a long horizontal flourish extending to the right.

Guy Finney
Director

1. Main gender pay gap figures

In this organisation:

- women earned 56p for every £1 that men earned (comparing median hourly pay)
- women made up 25% of employees in the highest paid quarter, and 59% of employees in the lowest paid quarter
- 95% of women received bonus pay, compared with 88% of men
- women's bonus pay was 41% lower than men's (comparing median bonus pay)

2. Hourly pay

In this organisation:

- women's median hourly pay was 43.6% lower than men's – this means they earned 56p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 36.6% lower than men's

3. Pay quarters

In this organisation, women made up:

- 25.4% of employees in the upper hourly pay quarter (highest paid jobs)
- 27.3% of employees in the upper middle hourly pay quarter
- 48.5% of employees in the lower middle hourly pay quarter
- 59.1% of employees in the lower hourly pay quarter (lowest paid jobs)

3. Pay quarters

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	25.4	74.6	100
	Percentage of all employees	6.4	18.6	25
Upper middle hourly pay quarter	Percentage in this pay quarter	27.3	72.7	100
	Percentage of all employees	6.8	18.2	25
Lower middle pay quarter	Percentage in this pay quarter	48.5	51.5	100
	Percentage of all employees	12.1	12.9	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	59.1	40.9	100
	Percentage of all employees	14.7	10.3	25
Totals		40.0	60.0	100

4. Bonus pay

In this organisation:

- women's median bonus pay was 40.8% lower than men's – this means they earned 59p for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 40.1% lower than men's
- 95.3% of women and 88.1% of men received bonus pay