

Priory Business Group Limited - Gender Pay Gap Reporting

Snapshot date: March 2025

Workforce - relevant employees

Female	11	34.4%
Male	21	65.6%
Total	32	

Mean Pay Gap

Female	£ 22.51
Male	£ 30.57
Pay Gap	26.4%

Median Pay Gap

Female	£ 23.01
Male	£ 27.07
Pay Gap	15.0%

Mean Bonus Pay Gap

	Bonus	Nos	EE Receiving a bonus
			%
Female	£ 1,379	2	18.2%
Male	£ 9,943	9	42.9%
Bonus Pay Gap	86.1%	11	

Median Bonus Pay Gap

	Bonus	Nos	EE Receiving a bonus
			%
Female	£ 1,379	2	18.2%
Male	£ 1,200	9	42.9%
Bonus Pay Gap	-14.9%	11	

The proportion of males and females in each quartile pay band:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Number of Employees				
Female	4	4	2	1
Male	4	4	6	7
	8	8	8	8
% of Employees				
Female	50.0%	50.0%	25.0%	12.5%
Male	50.0%	50.0%	75.0%	87.5%

The above figures have been calculated using the methodologies given in the Government Equalities Office and Women and Equalities Unit Publication dated 27 February 2023 and last updated 27 December 2025

Priory Business Group Limited (Priory) has chosen to publish this data voluntarily despite being below the current mandatory threshold.

Priory works hard to add further talent to its workforce, regardless of gender. Priory offers a range of roles including sales and customer service, warehouse, logistics, financial support and senior executive posts.

34.4% of the Priory workforce is female. Most females are employed in sales, customer service and financial support roles, but females are also employed in senior executive and director roles as well as in the warehouse and logistics environment.

Priory will publish and review the results of the Gender Pay Gap snapshots annually and suitable steps will be taken to reduce the pay gap and bonus pay gap and any identified inequalities going forward.

Priory Business Group PLC - Gender Pay Gap Reporting

Snapshot date: March 2024 prepared by Alex or Gay (no 2023 data found)

Workforce - relevant employees

Female	12	35.3%
Male	22	64.3%
Total	34	

Mean Pay Gap

Female	£ 14.46
Male	£ 19.77
Pay Gap	26.8%

Median Pay Gap

Female	£ 14.33
Male	£ 16.38
Pay Gap	3.2%

Mean Bonus Pay Gap

	Bonus	Nos	EE Receiving a bonus
			%
Female	£ 1,526	4	40.0%
Male	£ 4,345	15	63.0%
Bonus Pay Gap	64.9%	19	

Median Bonus Pay Gap

	Bonus	Nos	EE Receiving a bonus
			%
Female	£ 1,274	4	40.0%
Male	£ 1,375	15	63.0%
Bonus Pay Gap	14.1%	19	

The proportion of males and females in each quartile pay band:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Number of Employees				
Female	4	5	2	1
Male	5	3	7	7
	9	8	9	8
% of Employees				
Female	44.4%	62.5%	22.2%	12.5%
Male	55.6%	37.5%	77.8%	87.5%

The above figures have been calculated using the methodologies given in the ACAS publication "Managing Gender Pay Reporting 2022"

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35.3% of the Priory workforce is female. Most females are employed in sales, customer service and financial support roles, but females are also employed in senior executive and director roles as well as in the warehouse and logistics environment.

Priory will publish and review the results of the Gender Pay Gap snapshots annually and suitable steps will be taken to reduce the pay gap and bonus pay gap and any identified inequalities going forward.