GENDER PAY GAP REPORT 2025

Gender Pay Gap Reporting

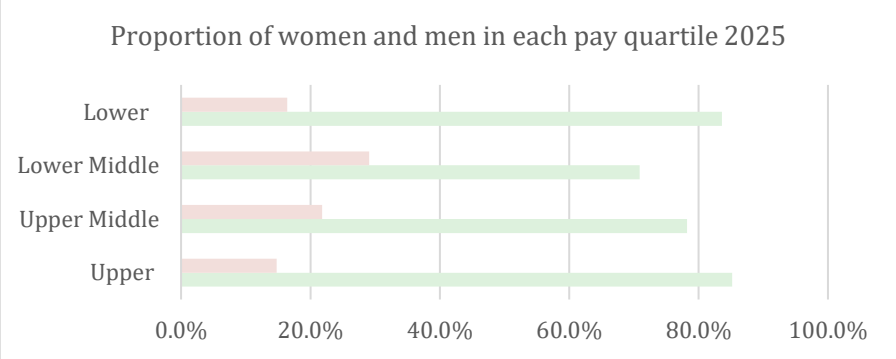
As an employer with more than 250 staff, Link-Ability is required to undertake Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This applies to both employers in the public and the private sectors and requires them to publish the data from six calculations that show the difference between the average earnings of men and women in our organisation.

The Gender Pay Gap is not the same as the duties of an employer in the Equality Act relating to Equal Pay which requires organisations to ensure that men and women are paid the same for doing the same work or work or equal value. The Gender Pay Gap is the percentage difference between average hourly earnings for men and women regardless of the position held.

On reviewing our gender pay gap, we can report that, as of the snapshot date of 5th April 2025, our calculations show the following:

- At Link-Ability, women's mean hourly wage is 6.7% higher than men's.
- When comparing median hourly wages, women earn £1 for every £1 that men earn.

An analysis of the underlying data is shown in the table and notes below:



Quartile	Female	Male
Upper	85.2%	14.8%
Upper Middle	78.2%	21.8%
Lower Middle	70.9%	29.1%
Lower	83.6%	16.4%

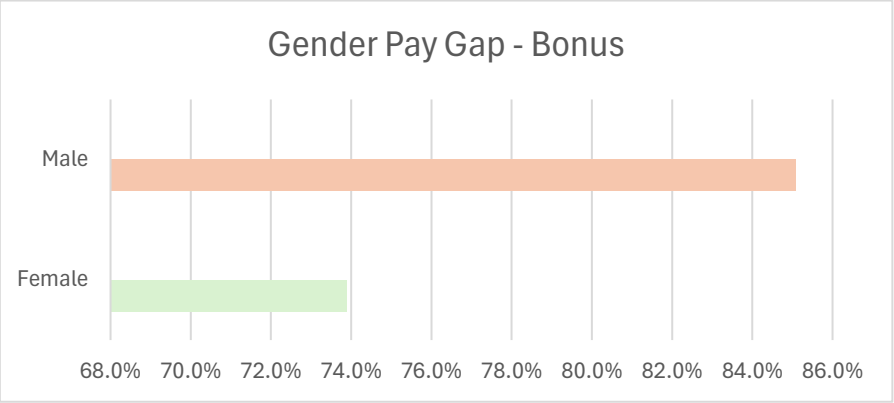
We can report that, for 2025, the median gender pay gap was less than 1% (0.2%). The median hourly rate for female employees exceeded that of male employees by 2 pence per hour, meaning the difference in pay between the median-earning man and woman was minimal.

Bonus pay gap calculations include all bonuses paid in the 12 months ending on the snapshot date of 5th April 2025, our calculations show the following:

- Mean bonus pay for women was 73.6% higher than men's.
- Median bonus pay for women was 2.1% lower than men's.

Although the mean bonus payment for female employees was 73.6% higher than that of male employees, the median bonus payment for female employees was 2.1% lower than the median bonus payment for male employees. This combination suggests greater variability in bonus amounts among female employees, with a small number of higher-value bonus payments increasing the mean while not affecting the median.

Based on the reported data, 150 out of 203 female employees (73.9%) received a bonus payment, compared with 40 out of 47 male employees (85.1%).



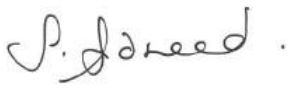
Bonus	**Female**	**Male**
% of staff receiving bonus	73.9%	85.1%

Our gender pay gap shows that females employed by Link-Ability are earning more than males, although the gap is small.

The quartile splits show a higher proportion of females across all quarters and is in line with our overall organisational split of 81.2% female workforce.

These results indicate that our pay gap in favour of female employees goes against the national trend.

We remain committed to providing equal employment opportunities for all employees and job applicants and will continue to review our policies and procedures to ensure we uphold this commitment.



Jo Adshead
Executive Director
March 2026