



**GENDER PAY GAP REPORT**

Umbrella Employees

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 for Source Pay Ltd. The calculations are based on pay data as at 14th November 2025 and will show how large the pay gap is between male and female employees.

	Mean	Median
Women’s hourly rate	32.61% Higher	8.33% Lower
Difference in Mean Bonus Payment	No Bonuses	No Bonuses
Difference in Median Bonus Payment	No Bonuses	No Bonuses

**Pay Quartiles**

	Men	Women
Top Quartile	64.71%	35.29%
Upper Middle Quartile	87.50%	12.50%
Lower Middle Quartile	50.00%	50.00%
Lower Quartile	70.59%	29.41%

**Written Statement**

Source Pay Ltd is an umbrella company supplying temporary contractors working across a wide range of sectors and a relatively small head office staff. Our remuneration model for contractors is a combination of National Living Wage/National Minimum Wage (depending on age) and discretionary variable bonuses.

Remuneration for contractors is contingent on the rates we receive for their assignments. These are negotiated by the contractors themselves, who source their assignments direct from recruitment agencies or end-clients. The figures should therefore be read in this context. This statement confirms that the published information is accurate as at the time of publishing.

We are proud to report that Source Pay Ltd provides equal opportunities and I can confirm that Source Pay Ltd does not discriminate when taking on employees and establishing pay rates, Source Pay Ltd provides equal opportunities for men and women and talent is recognised and rewarded at all levels.

Authorised By

Sabrina Monachello

This statement confirms that the information shown is accurate as at the time of publishing and is signed by Sabrina Monachello, Managing Director.

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*Sabrina Monachello*  
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