



## 2025 Gender Pay Gap Reporting

The Gender Pay Gap Information Act came into effect on 31<sup>st</sup> May 2022.

It requires employers to report information on pay by reference to gender to determine if a gap exists.

Gender pay gap refers to the difference between the average hourly rate of pay between men and women regardless of seniority.

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## Tandem's Diversity Policy

Tandem Project Management is committed to a workplace environment that promotes diversity and inclusion, and creates an open and inclusive culture where everyone feels valued.

All of our employees bring their own background, work style, distinct capabilities, experience and characteristics to their work.

As well as treating everyone with respect, Tandem strives to create a supportive environment in which all employees can flourish and reach their full potential regardless of differences, experience or education.

Harnessing the wide range of perspectives that diversity brings, promotes innovation and helps to make Tandem more competitive and creative.

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# 2025 Gender Pay Gap Report to 30<sup>th</sup> of June 2025

## Mean and Median Hourly Pay Gap

<b>Mean for all Employees:</b>	<b>11.2%</b>
<b>Mean Part Time</b>	<b>- 44.1%</b>
<b>Mean Temporary Employees</b>	<b>3.9%</b>
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<b>Median for all Employees:</b>	<b>14.6%</b>
<b>Median Part Time</b>	<b>- 44.0%</b>
<b>Median Temporary Employees</b>	<b>- 8.0%</b>

## Mean and Median Bonus and Percentage of Males and Females who got a Bonus

<b>Mean Bonuses:</b>	<b>- 82.0%</b>
<b>Median Bonuses:</b>	<b>29.0%</b>
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<b>Males receiving Bonuses:</b>	<b>68.0%</b>
<b>Females receiving Bonuses:</b>	<b>58.0%</b>

## Percentage of Males and Females in receipt of a Benefit in Kind

<b>Males receiving BIK:</b>	<b>70.0%</b>
<b>Females receiving BIK:</b>	<b>55.0%</b>

## Male and Female Employees in each Quartile

	<b>Lower</b>	<b>Middle</b>	<b>Upper Middle</b>	<b>Upper</b>
<b>Males:</b>	<b>58.0%</b>	<b>47.0%</b>	<b>58.0%</b>	<b>72.0%</b>
<b>Females:</b>	<b>42.0%</b>	<b>53.0%</b>	<b>42.0%</b>	<b>28.0%</b>

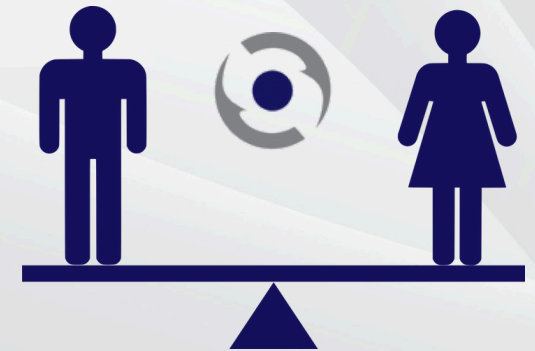




Tandem's policies aim to attract female applicants to vacancies in our company to encourage diversity in our personnel.

Policies such as:

- Diversity and inclusion
- A diverse graduate programme
- Work - Life balance
- Flexible working hours
- Part time work
- Health & wellbeing initiatives
- Continuous professional development
- Leadership training for both genders



As this is Tandem's first year reporting, maintenance and analysis of data throughout 2025 and beyond will help further improve the balance in our payroll. Trends arising from ongoing data will be made evident in Tandem's future reporting.

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