

Gender Pay Gap Report – 2025

At In-house Research Ltd, we are committed to fairness, equality and transparency in all aspects of employment, including pay. As a small organisation, we believe it is important to provide clear explanatory context alongside our gender pay gap figures to ensure they are interpreted appropriately.

Our 2025 gender pay gap calculations are based on a total of **26 relevant employees** and have been produced in line with the UK Government’s prescribed methodology. Pay at In-house Research Ltd is determined by role responsibilities, experience, performance and contractual arrangements, rather than gender.

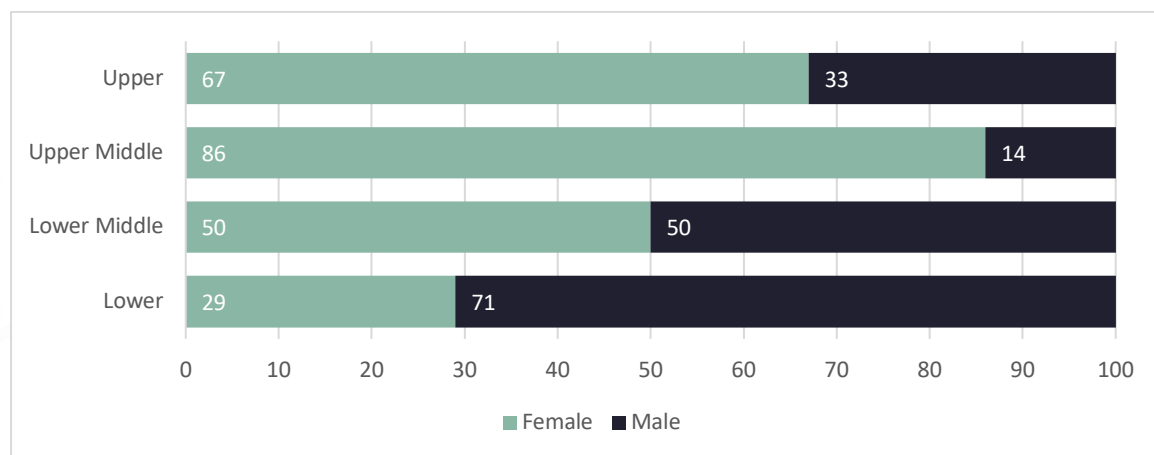
Gender Pay Gap Findings

Our analysis has identified:

- a **mean gender pay gap of -6.7%**, in favour of female colleagues.
- a **median gender pay gap of -8.2%**, in favour of female colleagues.

This indicates that, on average and at the midpoint of pay distribution, female employees earn more per hour than male employees. As with previous years, these figures are influenced by the distribution of roles, seniority and working patterns within a relatively small workforce.

The hourly pay quartile data further illustrates this distribution. Female colleagues are strongly represented in the higher-paid roles, accounting for **67% of the upper hourly pay quartile** and **86% of the upper middle quartile**. The lower middle quartile is evenly split between men and women, while the lower hourly pay quartile comprises **71% men and 29% women**. This reflects a higher proportion of male colleagues working in more variable or lower-paid hourly roles, rather than any structural imbalance in pay setting.



Bonus pay analysis also reflects the impact of workforce composition and role structure. In 2025, 36.4% of male employees received a bonus compared with 26.7% of female employees. Despite this, the **mean bonus gender pay gap is -20.3%** and the **median bonus gender pay gap is -38%**, both in favour of female colleagues. These figures are influenced by the value and distribution of

bonuses awarded, which can fluctuate significantly year-on-year within a small employee population.

Compared with 2024, In-house Research Ltd's 2025 gender pay gap figures show a broadly consistent pattern, with female colleagues continuing to earn more on average than male colleagues. In 2024, the mean gender pay gap was **-5.6%** and the median gender pay gap was **2.5%**, compared with a **mean of -6.7%** and a **median of -8.2%** in 2025. This shift reflects changes in workforce composition, working arrangements and the distribution of roles rather than changes to pay policy. In both years, female colleagues have been well represented in senior and higher-paid roles, while a proportion of male colleagues have occupied lower-paid or more variable-hour positions. As a small organisation, even modest changes in staffing or contracted hours can result in noticeable movements in mean and median figures year-on-year, and this remains the primary driver of the differences observed between the two reporting periods.

Overall, we are satisfied that our 2025 gender pay gap figures do not indicate unequal pay for equal work. Variations in both hourly pay and bonus outcomes are driven by role distribution, seniority and working arrangements rather than gender. We will continue to monitor our pay data annually and remain committed to maintaining fair, transparent and equitable reward practices as the business evolves.

About Gender Pay Gap Reporting

Gender Pay Gap reporting is the calculation of pay differences in the workplace based on gender. The calculations used to create this report are based on a company snapshot date. For this report, the snapshot date was 5th April 2025, meaning analysis was conducted on full pay relevant employees who were employed by In-house Research Ltd at this time.

Information on how the figures in this report are calculated can be found here: <https://gender-pay-gap.service.gov.uk/>

It is important to note, that the UK Government requires Gender Pay Gap statistics for companies with **250 or more employees**. Whilst In-house Research is a small business, we have chosen to publish our pay statistics in line with our values and commitment to the MRS inclusion pledge.

That being said, due to our small number of employees, we do expect the results of this analysis to vary year to year based purely on our team structure.

A handwritten signature in black ink, appearing to read "Tom Weston".

Tom Weston

Chief Executive Officer