



STRAT7

STRAT7 Limited Gender Pay Gap Report

April 2026

Contents

1.	Foreword	3
2.	Technical Notes	5
3.	Findings	7
4.	The Future	11

01

Foreword

Foreword

In the UK, the government requires public, private and voluntary sector organisations with 250 or more employees to report on their Gender Pay Gap (GPG) annually. The Gender Pay Gap is the collective difference between the average hourly pay of women and men across an organisation, expressed as a percentage relative to men's earnings. On average, companies in the UK report a median GPG of 12.8%.

The GPG is distinct from equal pay, by which it is unlawful to pay people unequally for carrying out the same jobs. If an organisation reports a GPG, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

GPG reporting aims to encourage transparency and accountability, prompting organisations to identify potential pay inequalities as well as highlighting any internal or systemic issues.

Our 2026 report is based on a snapshot date of April 2025 and covers all UK employees at STRAT7 Limited.

This report shows that our median GPG as at April 2025 is 18.8%, compared to 17.5% in April 2024. This slight increase continues to reflect our workforce composition, where we have more women than men overall and, notably, slightly more women are concentrated in the two lowest pay quartiles than in 2024. It is important to note that these figures are retrospective, reflecting our workforce as at April 2025, a point at which many of the actions we are committed to taking to improve our gender pay gap took effect. We remain committed to taking actions to narrow our GPG and to make sure that STRAT7 is a welcoming and equitable place to work, where all our employees can thrive.

Barrie Brien, Chief Executive Officer.

The logo for STRAT7, featuring the word "STRAT" in a bold, sans-serif font followed by a stylized number "7" that incorporates a vertical line and a horizontal bar.

02

Technical Notes

Technical Notes

Mean gender pay	The difference between the mean hourly rate of pay of all male full-pay relevant employees and that of all female full-pay relevant employees.
Median gender pay gap:	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap:	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap:	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions:	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands:	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The Gender Pay Gap is calculated by comparing the hourly earnings of men and women based on the snapshot date of 5th April 2025. In our first year of reporting, our calculations included a small number of employees from across the wider group entities. This year we have fully aligned with the reporting requirements and the figures only reflect employees of STRAT7 Limited. As a result, some of the year on year movement, particularly in the average (mean) pay gap, reflects this change in scope rather than a significant change in underlying pay.

Both the mean and median are expressed as a proportion of men's earnings collectively, for example a 14.9% Gender Pay Gap means that women earn 14.9% less than men on average. These figures are not comparing like for like roles however so should not be interpreted that women earn less than men for doing comparable jobs.

The mean and median gender bonus gap is based on bonus pay received in the 12 months leading up to 3rd April 2025.

Calculations are based on:

- Gross ordinary pay (including basic pay, paid leave pay and allowances)
- Bonus pay (personal, team bonuses and so on)

The report is based on a total of 269 employees.

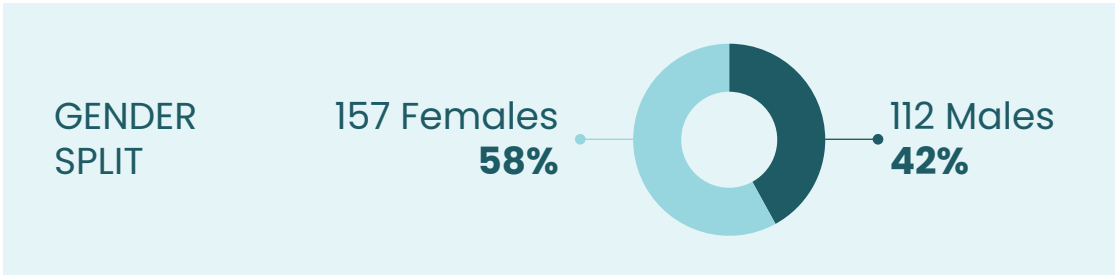
03

Findings

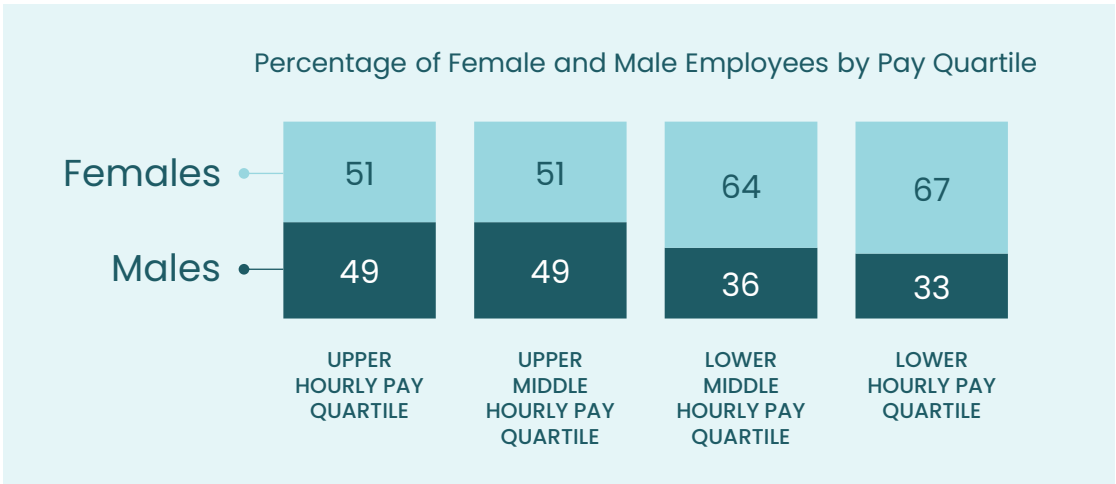


Our findings

STRAT7 UK Employees



Findings 01: Pay Quartiles



The proportion of men and women in each of four equal groups, defined by pay-band – lower, lower-mid, upper-mid and upper.

Findings 02: The Gender Pay Gap

Gender Pay Gap Measure	Gap %	What is the figure showing? A positive % shows that men are paid more than women
Mean Gender Pay Gap	13.06%	The difference in the average hourly rate of men and women's pay
Median Gender Pay Gap	18.8%	The difference between the midpoints in the ranges of men and women's pay

What does our Gender Pay Gap mean?

We are focusing on the median GPG as recommended by the UK Government.

STRAT7 has a 18.8% median GPG for 2025 vs a 17.5% median GPG for 2024

The median GPG for the whole UK economy is 12.8%*.

Our GPG continues to be driven by a higher number of women in the lower quartiles (see p8), typically working in administrative and support roles. The slight increase is reflective of minor changes in workforce composition with a slight increase in the % of women in the lower 2 quartiles.

In addition, while we have a more or less equal gender split in the upper hourly pay quartile, our most senior roles are held by males, who have larger salaries as part of their overall remuneration package.

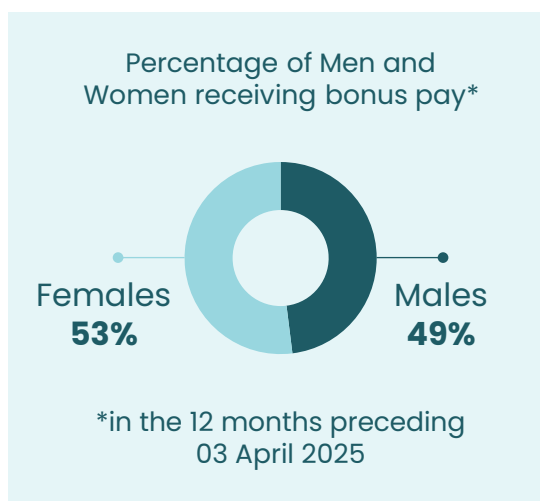
It is important to note that the median GPG is calculated by comparing the midpoints in the ranges of men and women's pay. Due to the uneven distribution of men and women across role levels, and there being more women than men in total at STRAT7, the male and female employees around the median hourly pay point do not represent like for like roles and so the GPG should not be mis-interpreted as evidence of unequal pay.

*Source: October 2025 ONS ASHE figures (UK GPG 2025 | Statista).



Findings 03: Bonus Pay Gap

Gender Pay Gap Measure	Gap %
Mean Bonus Pay Gap	54.8%
Median Bonus Pay Gap	25%



The bonus gap is the difference between the bonus pay paid to male employees and those paid to female employees.

What does our Bonus Pay Gap mean?

STRAT7 Limited has a 25% median bonus pay gap versus a 24.24% gap in 2024.

This means that there is a difference of 25% in the median bonus paid to male employees and that paid to female employees.

Our bonus gap (25%) is greater than our pay gap (18.8%) because while we have a more or less equal gender split in the upper hourly pay quartile, our most senior roles are held by males, who have larger bonuses as part of their overall remuneration package.

04

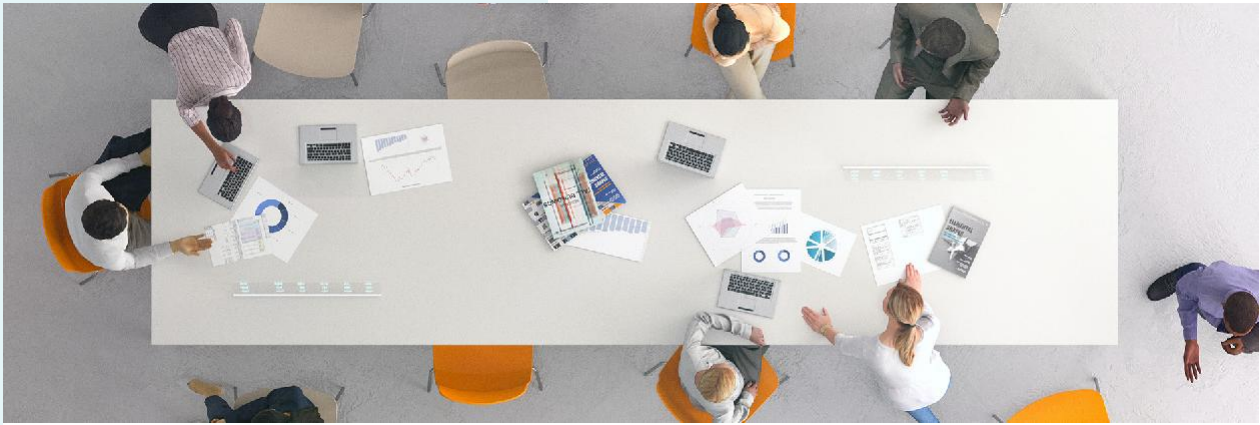
The Future

Closing the Gender Pay Gap

We remain committed to making meaningful progress in closing our Gender Pay Gap (GPG) and promoting gender equality across the STRAT7 workplace. It is important to note that these figures are retrospective, reflecting our workforce as of April 2025. Our action plan – focused on addressing and reducing the GPG – was launched at that point, meaning we are still very much a work in progress.

We are continuing to implement and embed a range of actions and ways of working designed to drive positive change. We hope that our future GPG figures will begin to reflect the impact of these initiatives, as many of the enhanced actions we are committed to have since taken effect. We aim to:

- Continue to build on the STRAT7 Global Mentoring Programme, launched in March 2025, which aims to increase engagement and retention, attract talent, and improve diversity in leadership. So far we have had over 75 employees take part. We are evaluating year one outcomes and will continue to evolve the programme based on these insights.
- Conduct a UK-wide equal pay study, and report transparently on our findings. This work has now started and our aim is to complete it by mid-2026.
- Continue to provide structured family leave and return-to-work support, alongside enhanced guidance for managers supporting employees returning to work, to ensure a consistent approach across the business.
- Continue to evolve line manager training with an emphasis on inclusive hiring and promotion management ensuring processes are transparent and equitable.
- Strengthen inclusive recruitment practices, considering ways to enhance current processes.
- Continue to promote flexible working and family-friendly policies, undertaking periodic reviews of flexible working uptake to identify any gendered patterns and address potential barriers.
- Ensure annual training compliance through our e-learning platform, requiring employees to revisit key topics such as harassment prevention and respectful workplace behaviours.
- Develop a revised STRAT7 Reward Strategy that is fair, motivating and consistent across the group.
- Keep abreast of relevant trends and best practice surrounding gender equality, including evolving regulatory expectations and Gender Pay Gap reporting. We will use these insights to inform our approach, ensuring our policies and initiatives remain aligned with best practice and support continued progress.



Statutory Disclosure

		STRAT7 LIMITED
Number of relevant employees		269
Gender split	Male Female	42% 58%
Mean pay gap		13.06%
Median pay gap		18.8%
Mean bonus gap		54.8%
Median bonus gap		25%
% receiving bonus	Male Female	53 49

		STRAT7 LIMITED
Upper quartile	Male Female	49% 51%
Upper-mid quartile	Male Female	49% 51%
Lower-mid quartile	Male Female	36% 64%
Lower quartile	Male Female	33% 67%

Accuracy statement: We confirm that the information in this report is accurate as of 3rd April 2026 and prepared in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

STRAT 7

strat7.com

98 Theobalds Rd, London, WC1X 8WB
enquiry@strat7.com