

This report has been prepared on a voluntary basis. Crown Payroll Services Ltd employs fewer than 250 employees and is not legally required to report its gender pay gap. We have chosen to do so in the interest of transparency and as a demonstration of our commitment to fair and equal treatment of all our employees.

Key figures — 2026

Mean hourly pay gap	Median hourly pay gap	Mean bonus gap
-39.8%	-39.8%	-16.0%
Median bonus gap	Men receiving a bonus	Women receiving a bonus
-16.0%	50%	100%

A negative figure indicates that women are paid more than men on average.

Year-on-year comparison

The figures for 5 April 2025 were calculated internally but not formally published. They are included here for context.

Metric	5 April 2025	5 April 2026
Mean hourly pay gap	-15.3%	-39.8%
Median hourly pay gap	-15.3%	-39.8%
Mean bonus gap	+4.2% (men higher)	-16.0% (women higher)
Median bonus gap	+4.2% (men higher)	-16.0% (women higher)
Men receiving a bonus	50%	50%
Women receiving a bonus	100%	100%

Note: the movement in the hourly pay gap between 2025 and 2026 is driven by the same director salary structure in both years. The 2026 figures reflect updated salary levels rather than any structural change in pay equity.

Introduction

This report sets out the gender pay gap data for Crown Payroll Services Ltd as at the statutory snapshot date of 5 April 2026, prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. At the snapshot date, Crown Payroll Services Ltd employed four individuals, comprising two male and two female employees.

Hourly pay gap

The mean and median gender pay gap in hourly pay is -39.8%, indicating that female employees receive higher average hourly remuneration than their male counterparts. Crown Payroll Services Ltd wishes to draw attention to a structural factor that materially influences this result. One male employee holds a directorship and, in accordance with standard practice for director remuneration, receives a contractual salary at a level below that of other employees, supplementing his income through dividend distributions. As dividend income falls outside the statutory definition of ordinary pay for the purposes of these Regulations, his reported hourly rate is significantly lower than his total remuneration package. This has a pronounced effect on the male average given the small size of the workforce, and does not reflect any disparity in pay between male and female employees undertaking equivalent roles.

Bonus pay gap

The mean and median bonus pay gap is -16.0%, indicating that female employees received higher average bonus payments in the 12 months ending 5 April 2026. In the prior year, the bonus gap was +4.2% in favour of men, reflecting differences in individual bonus amounts rather than any systematic pay policy. In respect of bonus proportions, 100% of female employees and 50% of male employees received a bonus during the relevant period, consistent with the prior year. The difference in proportions reflects the individual circumstances of one male employee and is not attributable to gender. Bonus payments made during the relevant period were calculated on the basis of equalising employees' net take-home pay, meaning each employee received a bonus amount tailored to ensure the same net benefit regardless of their individual tax position. As gender pay gap reporting requires the use of gross figures, the reported bonus amounts differ between employees, though the intended benefit was equal for all.

Equal pay

Crown Payroll Services Ltd confirms that its gender pay gap does not arise from any practice of paying male and female employees differently for equivalent work. The organisation is committed to the principle of equal pay and to ensuring that remuneration decisions are made fairly and without reference to gender.

Confirmation of accuracy

The data published in this report is accurate and has been prepared in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Name: Dean Ainslie

Position: Founder / CEO

Date: 25 April 2026
