

2026



Venesky Brown

Gender Pay Gap Report



Managing Director Statement

At Venesky Brown, we are committed to building a fair, inclusive and supportive workplace, and our annual Gender Pay Gap report provides an important opportunity to reflect on our progress and where we continue to evolve.

For 2026, our data shows a mean gender pay gap of 30.73% and a median gender pay gap of 33.60%. We have also reported a mean bonus gap of 55.9% and a median bonus gap of 69.2%, with 100% of both male and female employees receiving a bonus over the reporting period.

These figures reflect the structure of our workforce. As a business operating across infrastructure, energy and the wider public sector, we support a large volume of technical and project-based roles, where the talent market remains heavily male-dominated.

This is particularly evident within our upper pay quartile, where male representation is significantly higher. In contrast, we see stronger female representation across our lower and middle quartiles, including within our internal and support functions.

Encouragingly, the consistency between our mean and median pay gaps indicates that this is not driven by a small number of high earners, but rather reflects the overall distribution of roles across the business. This provides us with a clear and honest baseline from which to take meaningful action.

It is also important to recognise that all employees across the business participate in our bonus schemes. The variation in bonus outcomes reflects differences in role type, project delivery and performance-related earnings, rather than access to opportunity.

Over the past year, we have continued to invest in initiatives that support greater diversity across our workforce. This includes strengthening our attraction strategies, supporting flexible working, and embedding our social value commitments, particularly in areas such as early careers, employability and engagement with underrepresented groups.

We recognise that improving gender balance, particularly within higher-paid technical roles, takes time and sustained effort. Our focus remains on creating clear pathways into these roles, supporting progression, and ensuring that our processes remain fair, transparent and inclusive.

We remain committed to making steady, meaningful progress and to ensuring that Venesky Brown continues to be a business where people are supported to build long-term, rewarding careers.

Craig Brown
Managing Director

Introduction

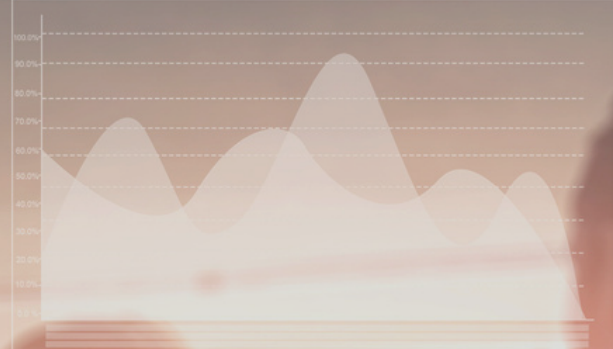
At Venesky Brown, building an equitable, diverse, and inclusive workplace remains central to our mission. As a leading UK-based recruitment agency, we are deeply committed to providing meaningful employment opportunities across Infrastructure, Energy, and the Public Sector. Our growth and evolution from a predominantly male-dominated workforce to one that embraces diversity reflect our dedication to continuous improvement in gender equality.

This report outlines our gender pay gap metrics and our ongoing commitment to closing this gap. We believe transparency is crucial, and reviewing this data not only encourages us but also holds us accountable as we strive for a more inclusive and balanced workplace.

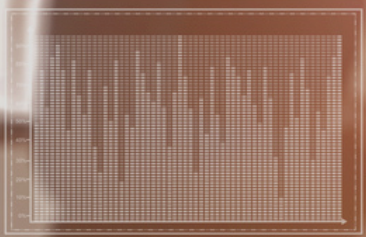
Company Overview

Venesky Brown is a multi-disciplined UK-based Recruitment Agency with a dynamic presence across Infrastructure, Energy, and Public Sector. Founded in 2005, we have accumulated a wealth of knowledge and experience in the recruitment industry. From our modest beginnings, we have grown to become market leaders in our field, supporting major UK projects and taking a prominent role in delivering Scottish Government Frameworks.

Our mission is to inspire and empower through meaningful employment. We are dedicated to understanding and addressing the unique challenges faced by job seekers and employers alike. By tailoring our talent solutions to meet these needs, we strive to create shared success and build robust partnerships. Our vision is to create a transformative employment landscape where individuals are inspired and empowered through diverse and meaningful employment opportunities across the UK. We are committed to ensuring that our workforce and the communities we serve thrive and prosper.



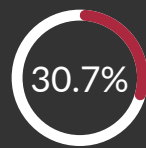
WVAC	▲	+111.51	▲	-99.31
WVAC	▲	+92.21	▲	-87.59
WVAC	▲	+87.14	▲	-67.54
WVAC	▲	+131.94	▲	-121.49
WVAC	▲	+74.68	▲	-67.24
WVAC	▲	+94.71	▲	-61.41
WVAC	▲	+77.91	▲	-59.36



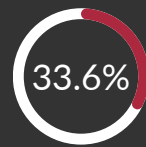


The Data

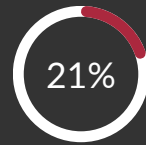
Venesky Brown's Gender Pay Gap figures are as follows:



Mean Gender Pay Pap



Median Gender Pay Gap



Workforce Identify As Female

Understanding the Gender Pay Gap

Mean Gender Pay Gap: This metric shows the average difference in hourly pay between male and female employees. It's calculated by averaging the pay for all male employees and all female employees separately, and then comparing these averages. The result is expressed as a percentage of the average male pay, providing an overall view of pay disparity.

Median Gender Pay Gap: This measure indicates the difference between the middle values of hourly pay for men and women. It's determined by sorting employees' pay in order and comparing the pay at the midpoint for each gender. This percentage reflects pay disparity in a way that's not influenced by extreme values, giving a clearer picture of typical earnings differences.



 Venesky Brown