

Gender Pay Gap Statement April 2024

Gender Pay Gap Reporting 2024

Taken from snapshot data from 5th April 2023

Mean gender pay gap in hourly pay	31.7%
Median gender pay gap in hourly pay	27.1%
Mean bonus gender pay gap	84.9%
Median bonus gender pay gap	-11.8%
Proportion of males receiving bonus payments	46.5%
Proportion of females receiving bonus payments	27.5%

Percentage of males/females in each pay quartile

Upper quartile males	92.1%
Upper quartile females	7.9%
Upper middle quartile males	92.1%
Upper middle quartile females	7.9%
Lower middle quartile males	65.8%
Lower middle quartile females	34.2%
Lower quartile males	40.3%
Lower quartile females	59.7%

The major challenge in our industry is being able to encourage more women to pursue a career in engineering. Engineers make up around half of our staff and on average earn more than general office staff which have a much higher percentage of female employees. but at the reporting date only five engineers were female (2.3%). This is an improvement on the previous years where we have had less than 1% of female engineers, but progress in this area is painfully slow. We still target 25% of apprentice intakes to be female but sometimes even that is hard to achieve and will take many years to make a substantial difference in the female to male ratio of engineers. This progress will be the main thing that would reduce the gender pay gap.

Overall the median pay gap remained the same at 27% (down from 33% when gender pay gap reporting was introduced) but the mean gender pay gap increased from 29.9% to 31.7% (down from 33.5% when first reported).

The percentage of female sales executives increased from last year to 5.6% (2022: 3.3%) which represents some progress and we hope to attract more female talent to this area in the future. The total number of managers/supervisors increased from 103 to 106 and the number of females in this category increased from 15 to 21, which increased the percentage to 19.8% (2022: 14.6%). The percentage of females in the top quartile increased slightly to 7.9% (2022: 7.5%) and the females in the second quartile also increased to 7.9% from 4.1%. At the same time the percentage of females in the third quartile increased to 34.2% from 32.2% the previous year.

The median bonus pay for females was actually higher than the male median bonus this year at minus 12%, however the mean bonus pay gap was larger than normal at 85%. This anomaly is caused by a large number of

