

# Gender Pay Gap Statement April 2025

## Gender Pay Gap Reporting 2025

Taken from snapshot data from 5th April 2024

Mean gender pay gap in hourly pay	27.7%
Median gender pay gap in hourly pay	22.5%
Mean bonus gender pay gap	86.8%
Median bonus gender pay gap	16.7%
Proportion of males receiving bonus payments	52.4%
Proportion of females receiving bonus payments	35.7%

### Percentage of males/females in each pay quartile

Upper quartile males	93.4%
Upper quartile females	6.6%
Upper middle quartile males	92.6%
Upper middle quartile females	7.4%
Lower middle quartile males	68.0%
Lower middle quartile females	32.0%
Lower quartile males	41.0%
Lower quartile females	59.0%

The major challenge in our industry remains that of encouraging 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 four engineers were female (2.1%). This is a slight reduction on the previous year where we have had 2.3% of female engineers and progress in this area is painfully slow. We still target 25% of apprentice intakes to be female but 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 did fall to 22.5% (down from 27.1% last year and 33% when gender pay gap reporting was introduced) and the mean gender pay gap also fell from 31.7% to 27.7% (down from 33.5% when first reported).

The percentage of female sales executives increased from last year to 8.7% (2023: 5.6%) which represents some progress and we hope to attract more female talent to this area in the future. The total number of managers/supervisors decreased from 106 to 103 but the number of females in this category decreased from 21 to 19, which decreased the percentage to 18.4% (2023: 19.8%). The percentage of females in the top

quartile reduced slightly to 6.6% (2023: 7.9%) and the females in the second quartile also decreased to 7.4% from 7.9%. At the same time the percentage of females in the fourth quartile remained high at 59%.

The median bonus pay for females was 16.7%, however the mean bonus pay gap was 86.8%. This anomaly is caused by a large number of relatively small bonus/commissions paid to male staff, keeping the male median low. However, there were a relatively small number of substantially higher bonus/commissions for males, predominantly for high performing salesmen, which inflated the mean substantially and led to that large mean bonus pay gap.

We remain committed to further reducing the gender pay gap but recognise the challenges in attracting female staff into the engineering side of this business. We hope that we can increase the percentage of female apprentices, and this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this we remain committed to reduce the gender pay gap every year moving forward but this remains very difficult in such a male orientated industry.

