



GENDER PAY GAP REPORT

We are an employer of more than 250 people and are required to report on our Gender Pay Gap.

The Gender Pay Gap measures the difference between the earnings of men and women and is based on an hourly rate and is expressed as a percentage of men's pay.

The Office of National Statistics reports the overall national average gender pay gap for the UK at April 2024 was 7.0%.

Our statistics are taken from employee data at 5th April 2024.

GENDER PAY GAP RESULTS

Mean Gap	10.02%
Median Gap	0.85%

GENDER BONUS PAY GAP RESULTS

Mean Gap	34.6%
Median Gap	31.25%

PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUSES

Male	62%
Female	60%

MALE AND FEMALE EMPLOYEES BY PAY QUARTILE

	Male	Female
Upper	95.5%	4.5%
Upper Middle	68.7%	31.3%
Lower Middle	74.2%	25.8%
Lower	86.6%	13.4%

GENDER PAY GAP

As a Company we recognise the importance of reducing the gender pay gap.

Our results show that there are differences which are related to the number of females we have working in our Company. We are an engineering, manufacturing Company and find that traditionally engineering roles are dominated by males. However, our results have shown that based on the previous year we have an increase of females within the upper pay quartile and lower middle pay quartile, as well as a reduction in the lower pay quartile. Additionally, when comparing figures from the previous year, it is evident that our mean pay gap percentage continues to reduce.

Bonuses are based on the success of the business each year and are also pro rata for new starters. As seen within the report, the percentage gap between male and female employees receiving bonuses has reduced from 6% difference to a 2% difference as of 2024.



VICKY MOODY

SALES & COMMERCIAL DIRECTOR

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