

## GENDER PAY GAP REPORT

Under duties set out in the Equality Act 2010, the Company is required to publish information on its gender pay gap. This includes the percentage difference, amongst its employees, between men’s average hourly pay and women’s average hourly pay.

The gender pay gap report was created on 2<sup>nd</sup> April 2024 from data captured on 5<sup>th</sup> April 2023 and the findings were as follows:

**1. Mean Gender Pay Gap**

Female mean hourly rate of pay is 4.9% lower than male mean hourly rate of pay.

**2. Median Gender Pay Gap**

Female median hourly rate of pay is 23.5% higher than male median hourly rate of pay.

**3. Mean Bonus Gender Pay Gap**

Female mean hourly bonus is 29.4% lower than male mean hourly bonus.

**4. Median Bonus Gender Pay Gap**

Female median hourly bonus is 0% lower than male median hourly rate of pay.

**5. Proportion of Males & Females Receiving a Bonus**

<b>Male:</b>	<b>Female:</b>
100%	100%

**6. Quartile Salary Range Banding:**

	<b>Male:</b>	<b>Female:</b>
Top Quartile	70%	30%
Upper Middle Quartile	88%	12%
Lower Middle Quartile	65%	35%
Lower Quartile	68%	32%

These pay gaps have been investigated and the findings show that there are fewer female employees:

- working/applying to work 2-shift pattern therefore not receiving shift allowance.
- working/applying to work in skilled Engineering/Mechanicals roles.
- working/applying to work in sales roles

Guidance from documentation produced by the Government Equalities Office was taken in respect to data and calculations to be used when preparing the pay gap report and the information provided herein is accurate at the time of data capture.



Date: 2/4/24

Signed on behalf of the Board of Directors by Gavin Gray– Chief Executive Officer & Operations Director