



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 6.9%.

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

GENDER PAY GAP RESULTS

Mean Gap	9.2%
Median Gap	0.51%

GENDER BONUS PAY GAP RESULTS

Mean Gap	26.15%
Median Gap	23.08%

PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUSES

Male	41.7%
Female	27.7%

MALE AND FEMALE EMPLOYEES BY PAY QUARTILE

	Male	Female
Upper	93.42%	6.58%
Upper Middle	65.79%	34.21%
Lower Middle	77.63%	22.37%
Lower	77.92%	22.08%

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 by 2.08%, and in the upper middle quartile with an increase of 2.91% for females. Additionally, when comparing figures from the previous year, it is evident that our mean pay gap percentage continues to reduce, with a reduction of 0.82%, and a median gap reduction of 0.34%.

Bonuses are based on the success of the business each year and are also pro rata for new starters.

Our gender bonus gap has reduced significantly from last year, with a reduction of 8.45% for the mean gap, and a median gap reduction of 8.17%. Although we have seen a reduction in females receiving bonuses, this decrease is also evident with employees who are males.

We remain committed to increasing female representation across all levels of the organisation and to continuing our focused efforts to achieve greater gender balance and pay equality in the years ahead.



VICKY MOODY

SALES & COMMERCIAL DIRECTOR

FEBRUARY 2026