

GENDER PAY REPORT 2025 – IN RESPECT OF 2024

Gender pay commentary

Our gender pay report represents data captured in April 2024. We have made significant progress since our first report in 2017, and we will continue to challenge ourselves to do better.

Overall, as a company 57% of our employees are female. We are particularly pleased to have a predominantly female workforce and that we have been able to attract and retain female workers within our factory environment. We are also a proud living wage employer with many females holding management and leadership roles.

Female employees are predominant across 3 out of the 4 quartiles, with only the lower middle quartile having more males than females.

When you look at each of the quartiles, from a mean perspective, pay rates are higher for females by between 4% to 14% in 3 out of the 4 quartiles. Only the lower quartile does not show a higher rate for females, where the mean pay rate for male and female is equal. However, overall, the male pay rate is higher than the female pay rate by 2.53%, due to a small number of highly paid males in the upper quadrant, skewing the data.

The same principle applies to the median pay rate, with 3 of the 4 quartiles showing a higher pay rate for females of between 8 to 22%. Only the lower quartile does not show a higher rate for females, where the median pay rate for males and females is equal. When we look at the overall business, the median pay rate for males and females is also equal.

Overall, we have seen a significant narrowing in the gender pay gap which is very encouraging. We would also anticipate a further narrowing in 2025, as more of our female employees move into senior leadership roles.

Bonuses

Bonuses were paid to 105 employees, accounting for 40% of the total population. Of those paid a bonus 59% were female and 41% male. This is accounted for by the higher number of female than male salaried employees. Bonuses were paid based on a combination of business and personal performance.

Gender pay data

We have shared the figures regarding our gender pay gap (in **green**) with some helpful comparison points for context. Our data below is from April 2024. Our total population was: 149 women (57%) and 114 men (43%).

Hourly Pay:

- **Our mean hourly pay is 2.53% lower for women than for men.**
 - (8.99% lower for women in 2023)
- **Our median hourly pay is equal for women and men.**
 - (13.89% lower for women in 2023)

Pay Quartiles:

- **Lower quartile (lowest earners) is 5% men** (42% in 2023) **and 95% women** (58% in 2023). This is a result of more females in our entry level roles, with scope for them to be promoted to higher level roles over time.
 - **And mean hourly rate is the same for women and men.**
 - (0.69% lower for women in 2023)
- **Lower middle quartile is 72% men** (36% in 2023) **and 28% women** (64% in 2023)
 - **And mean hourly rate is 14.2% higher for women than for men.**
 - (1.12% higher for women in 2023)
- **Upper middle quartile is 49% men** (46% in 2023) **and 51% women** (54% in 2023)
 - **And mean hourly rate is 7.83% higher for women than for men.**
 - (3.45% lower for women in 2023)
- **Upper quartile is 47% men** (46% in 2023) **and 53% women** (54% in 2023)
 - **And mean hourly rate is 4.0% higher for women than for men.**
 - (7.62% lower for women in 2023)

Bonuses:

- **Mean bonus pay is 14% lower for women than for men.**
 - (22% lower for women in 2023)
- **Median bonus pay is 3% lower for men than for women.**
 - (26% lower for women in 2023)
- **41% of men** (1.7% in 2023) **and 59% of women** (6.3% in 2023) **received a bonus.**