

# Gender Pay Gap Reporting

As an employer with over 200+ employees, we are pleased to share out Gender Pay Gap report for 2024 in compliance with the Gender Pay Gap Information Act 2021.

Gender Pay Gap reporting is defined as the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. For the first time in 2024, organisations with over 150+ employees are being asked to report on their Gender Pay Gap. This meant that this was the first year we have had to complete this analysis, due to our expansion of the business in the past year.

Our Gender Pay Gap reporting was completed on a data size of 243 full time staff, with 154 of these being males and the remaining 89 being female. We also completed the exercise on our 6 part time staff members, with 4 of these being female and 2 of them males.

Our overall gender pay gap for 2024 stands at -1.92%.

We as a company, adhere to salary scales and hourly rates of pay for specific roles and grades. We compensate all our employees based on qualifications and experience, irrespective of their gender. Our pay determination procedures ensure fairness, eliminating unequal pay and unconscious bias.

Each organisation is asked to select a “snapshot” date in the month of June 2024. Our report is based on snapshot data as of June 30<sup>th</sup>, 2024, which covers payments for those employed during the 12-month period from June 2023 to June 2024.

This report sets out our gender pay gap results by:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Proportion of men and women in each pay quartile
- Mean gender pay gap in bonus pay
- Median gender pay gap in bonus pay

## Our Results

Mean Hourly Pay Gap	Median Hourly Pay Gap	Mean Hourly Pay Gap – Part Time Employees	Median Hourly Pay Gap – Part Time Employees	Mean Bonus Pay Gap	Median Bonus Pay Gap	Mean Bonus Pay Gap – Part Time Employees	Median Bonus Pay Gap – Part Time Employees
-1.92%	-3.97%	2.52%	-4.05%	-17.72%	-61.05%	27.05%	-9.18%

## Quartile Analysis

<u>Quartile Analysis</u>	<u>Q1</u>	<u>Q2</u>	<u>Q3</u>	<u>Q4</u>
<b>Male</b>	56.67%	65.57%	75.41%	55.74%
<b>Female</b>	43.33%	34.43%	24.59%	44.26%

## Gender Pay Gap Data Analysis

We completed the Gender Pay Gap exercise for both our full time and our part time population. As our full-time staff of 243 employees is predominantly male; with 154 of the 243 being males, we are happy to report that the overall gender pay gap in hourly remuneration between males and females was -1.92%. This negative result displays that on average, our female population is earning 1.92% more an hour than our male population. Having such a low percentage difference in the mean hourly remuneration shows that we are paying all our employees fairly, irrespective of their gender.

In relation to our part time population of 6 employees, we also had a minimal difference between the hourly remuneration of our male and female staff. This was 2.52% which displayed that on average, our part time male staff earned 2.52% more than our female staff during the date range of June 2023 to June 2024.

## What is the Gender Pay Gap?

The Gender Pay Gap is the gap between what is earned on average by women and men, based on average gross hourly earnings of all paid employees. It is a means of determining whether women are represented evenly within our organisation.

The Gender Pay Gap is expressed as a percentage of men's pay. A positive gender pay gap will show that female staff typically have lower pay than male employees.

## Mean Gender Pay Gap

Our mean hourly gender pay gap is -1.92%.

The mean is the average gender pay gap and shows the difference in the average hourly rate of pay between men and women. The mean is calculated by getting the difference between the average rate of pay for both males and females or the male hourly rate minus the female hourly rate, which is then expressed as a percentage of the male hourly rate.

Due to our mean hourly gender pay gap resulting in -1.92%, this negative result displays that our female staff have a positive difference of 1.92% in hourly remuneration when compared to our male staff.

## Median Gender Pay Gap

Our median hourly gender pay gap is -3.97%.

The median is the mid-point gender pay gap which compares the hourly rate of pay of the female in the middle to the hourly rate of pay of the male in the middle if all employees are lined up in order of pay from highest to lowest. This can provide a more accurate representation of the “typical” differences in employee pay.

This result displays that the mid-point for hourly remuneration of all female staff in our sample data was 3.97% higher than our male population.

## Other Payments:

### Benefit in Kind

In our snapshot date range of June 2023 – June 2024, 0% of our male employees received a Benefit in Kind and 0% of our female employees received a Benefit in Kind.

### Bonus

In our snapshot date range of June 2023 – June 2024, 92.86% of our full-time male population of 154 employees received a bonus payment and 89.89% of our full-time female population of 89 employees received a bonus payment. This means that 143 out of 154 males and 80 out of 89 females from our full-time population received bonus payments between June 2023 and June 2024.

Our difference in the mean bonus remuneration between males and females is -17.72%. This demonstrates that on average, our female employees are earning 17.72% higher in relation to bonus payments. Included in the bonus payments is any bonus paid, vouchers, or commission earned by our employees. This result is due to much of our senior management being formed by female staff.

For our part time employees, 100% of males (2 out of 2 employees) and 75% of females (3 out of 4 employees) received bonus payments between June 2023 and June 2024.

In relation to our part time staff, there is a difference of 27.05% which displays that our male part time staff earned higher bonus' between June 2023 – June 2024 in comparison to the part time female staff. This can be contributed to the result of 100% of our part time male population receiving bonus payments in comparison to 75% of our female staff.

## How are pay quartiles calculated?

The quartiles analysis ranks men and women from lowest to highest earners which is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.

## What's included in our calculations?

The Gender Pay Gap data includes the ordinary pay paid to our employees in the 12-month period up to June 2024. This includes the basic pay, any allowances, overtime, paid leave, shift premium pay, commission, bonuses etc.

## Gender Pay Gap Summary

In summary, our Gender Pay Gap Analysis for 2024 demonstrates that all employees within our organisation are paid fairly, irrespective of their gender. As mentioned above, we adhere to pay scales for all relevant job levels and pay employees in their roles based on experience and qualifications which ensures equal and fair pay for all our employees.

Our employees are our most important resource, and it's extremely important to us as a growing business that all our current employees and any of our future prospective employees are aware that the company offers equality of opportunity, where all staff are valued and treated equally. As we commit to becoming a more equal, inclusive and diverse workforce, we hope that our participation in the Gender Pay Gap Reporting will encourage other employers to explore and analyse how the gender pay gap impacts their employees.

We work tirelessly to continue being an inclusive workplace culture where our employees feel supported to bring their whole, authentic selves to work every day, confident that they can thrive with equal opportunities for career advancement. We hope to build a workforce that can connect all individuals with unique skills, backgrounds and professional experiences.

# Gender Pay Strategy 2025

## Equal Pay Policies

- Pay Structure Reviews: We will continue to ensure pay scales and promotion criteria are consistent and free from bias.

## Career Development and Progression

- Fair Access to Training: We will continue to ensure that training, upskilling, and mentorship opportunities are equally accessible to all genders.
- Leadership Pathways: We will continue to identify and support gender in leadership development programs.

## Inclusive Recruitment Practices

- Bias-Free Hiring: We will continue to use gender-neutral language in job advertisements and standardized interview processes.
- Diverse Talent Pool: We will continue to seek candidates from underrepresented groups to ensure balanced representation.