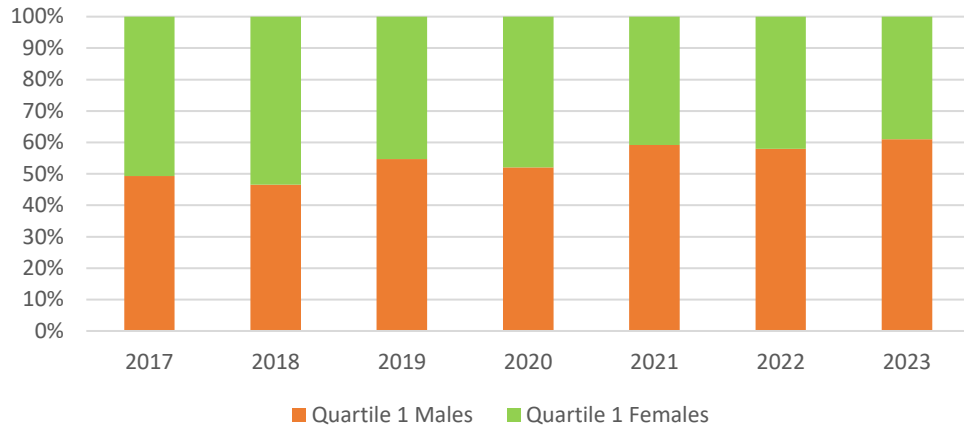


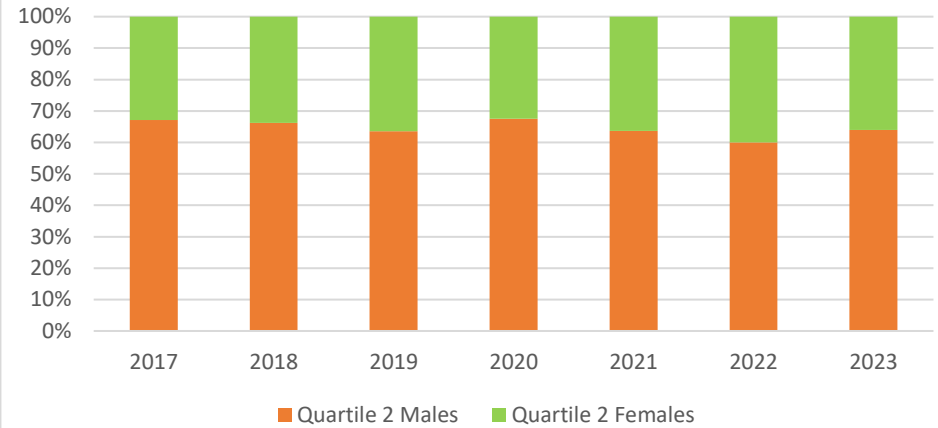
## Understanding our gender pay gap - April 2023 data.

Since we have an equal pay policy, the only way to improve our gender pay gap is to recruit more females than males, especially in the more senior or technically specialised roles. All four quartiles show incremental improvement in the year from April 2022 to April 2023.

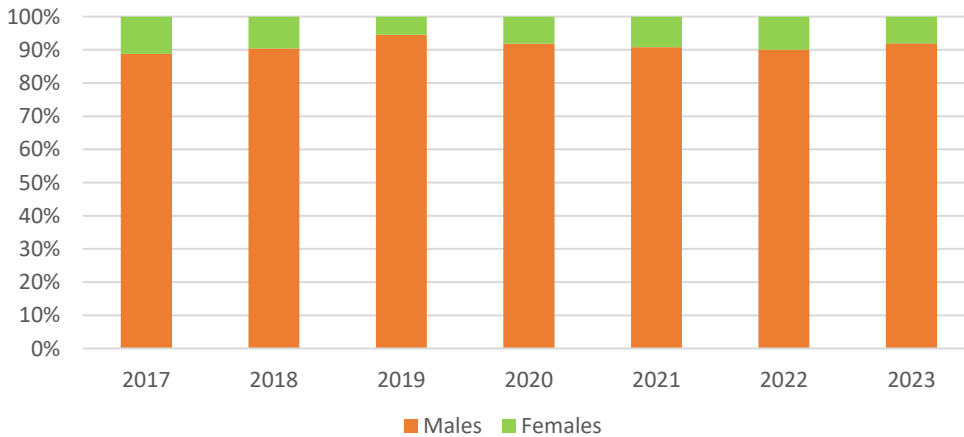
### Evolving split of employee gender Quartile 1



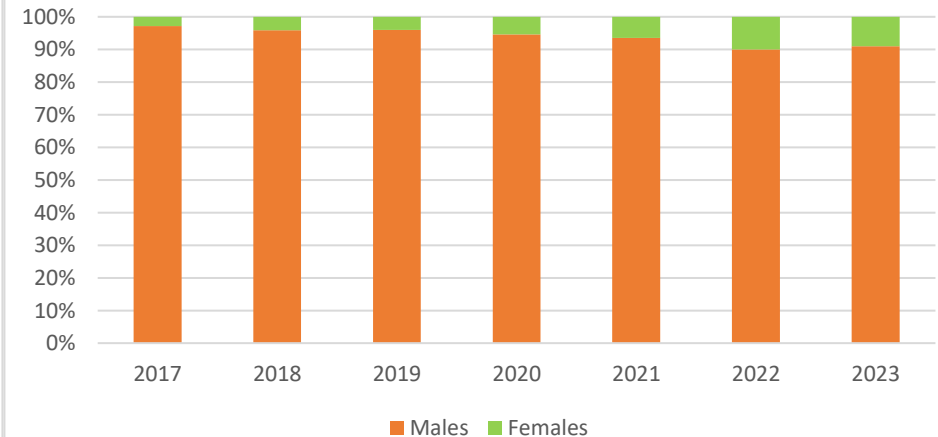
### Evolving split of employee gender Quartile 2



### Evolving split of employee gender Quartile 3



### Evolving split of employee gender Quartile 4



### **Director's comments**

In the year to April 2023 the total headcount had reduced through retirements and the end of some fixed term contracts, but the retirements had reduced the number of female employees disproportionately and replacements had generally been men due to local recruitment market conditions.

Bonus is paid to all staff after a six-month qualifying period and so the increased male recruitment referred to above had resulted in fewer men than the previous year receiving a bonus payment whereas the number of females recruited the previous year were now eligible for bonus. *The bonus is calculated as a percentage of salary for all qualifying staff and so reflects the pay gap figures. Qualifying = 6 months service at point of annual bonus payment.*

Quartile 1 numbers fluctuate as they have in previous years. This quartile contains the job roles most likely to see departures and arrivals of staff during the year.

Quartile 2 shows a reduction due to retirements in the employment of females to the roles between semi-skilled and skilled.

Quartile 3 contains mainly the skilled machine operators and it will take time to attract, recruit and train females wishing to do this work.

Quartile 4 includes senior technical and management roles. There have been small changes in both male and female staff during the year.

### **Human Resource's comments**

The company continues to promote engineering within the local community. As the removal of Covid restrictions allows more engagement with schools, we had reintroduced work experience activities to generate interest in engineering.

We will continue to seek ways of encouraging female applicants to apply for roles, including part time working where it is possible within the demands of production processes.

		%
Quartile 1	Males	61%
	Females	39%
Quartile 2	Males	64%
	Females	36%
Quartile 3	Males	92%
	Females	8%
Quartile 4	Males	91%
	Females	9%
Mean gender pay gap		16%
Median gender pay gap		25%
Proportion receiving a bonus	Males	87%
	Females	94%
Mean bonus gender pay gap		13%
Median bonus gender pay gap		31%