



Gender Pay Gap Report

Reporting Date: 27 June 2025

Introduction

In accordance with the requirements of the Gender Pay Gap Information Act 2021 and the associated regulations, this report sets out the gender pay gap within our organisation for the reporting period ending 27 June 2025.

The gender pay gap measures the difference in the average hourly pay of men and women across the organisation, irrespective of role or level. It differs from equal pay, which relates to men and women receiving equal pay for like work.

As of the reporting date, the organisation employs 129 employees:

- 69 male employees (53%)
- 60 female employees (47%)

Gender Pay Gap Metrics

- **Mean gender pay gap:** 25.76%
- **Median gender pay gap:** 15.91%

The mean gender pay gap reflects the difference in average hourly earnings across all employees, while the median represents the difference between the midpoint of male and female earnings.

Bonus Pay Gap

- **Mean bonus pay gap:** 62.08%
- **Median bonus pay gap:** 0.00%
- **Proportion of employees receiving a bonus:**
 - Male: 79.71%
 - Female: 80.00%

While a similar proportion of male and female employees received bonuses during the reporting period, the mean bonus gap indicates that bonuses were more frequently awarded to

employees in the upper quartile. The median bonus gap of 0.00% suggests that typical bonus payments are broadly comparable across genders.

Benefits in Kind (BIK)

- **Proportion of employees receiving BIK:**
 - Male: 10.14%
 - Female: 5.00%

This indicates that a higher proportion of male employees received benefits in kind during the reporting period.

Pay Quartiles

- **Lower Quartile:** 36.67% male / 63.33% female
- **Lower Middle Quartile:** 42.42% male / 57.58% female
- **Upper Middle Quartile:** 60.61% male / 39.39% female
- **Upper Quartile:** 69.70% male / 30.30% female

This demonstrates that female employees are more highly represented in the lower pay quartiles, while male employees are more concentrated in the upper pay quartile.

Explanation of the Gender Pay Gap

The gender pay gap within the organisation is primarily driven by the distribution of employees across roles and levels rather than differences in pay for comparable work.

Key contributing factors include:

- A higher proportion of male employees in senior and higher-paying roles
- Greater representation of female employees in lower-paid roles
- Bonuses being more prevalent in roles predominantly held by employees in the upper quartile.
- Differences in eligibility for benefits in kind, linked to role seniority

The organisation confirms its commitment to ensuring equal pay for equal work and conducts regular reviews to maintain compliance.

Measures to Address the Gender Pay Gap

We are committed to reducing the gender pay gap over time and are taking the following actions:

- Supporting career progression and leadership development opportunities for female employees
- Promoting inclusive recruitment practices and balanced candidate pipelines
- Reviewing pay, bonus, and benefits structures to ensure fairness and transparency
- Supporting flexible working arrangements to attract and retain a diverse workforce

We will continue to monitor progress and evaluate the effectiveness of these measures in future reports.

Director's Statement

I confirm that the information contained in this report is accurate and has been prepared in accordance with the requirements of the Gender Pay Gap Information Act 2021.

We recognise that the gender pay gap highlighted in this report reflects structural challenges in workforce composition, particularly in relation to gender representation at senior levels. Addressing this remains a key priority for the organisation.

We are committed to fostering an inclusive and equitable workplace and to implementing meaningful actions that support gender balance across all levels of the organisation.

Name: Bobby Mulligan

Title: Managing Director

Date: __Nov.24th 2025__