



Gender Pay Gap Report 2025

What is the report?

- We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- The data being reported is a snapshot of all employees on April 5th 2025

Gender Pay Gap Results - Hourly Population

Result	This means that...
Mean GPG was 4.55%	Men were paid 4.55% more on average than women on this date
Median GPG was 0%	The median pay received by men and women were the same on this date.
Mean bonus GPG was 0%	No bonuses were paid in 2025
Median bonus GPG was 0%	No bonuses were paid in 2025
Proportion of males receiving a bonus payment: 0%	No bonuses were paid in 2025
Proportion of females receiving a bonus payment: 0%	No bonuses were paid in 2025

Gender Pay Gap Results - Salaried Population

Result	This means that...
Mean GPG was 2.38%	Men were paid 2.38% more on average than women on this date
Median GPG was 8.34%	The median pay received by women is 8.34% more than men on this date
Mean bonus GPG was 0%	No bonuses were paid in 2025
Median bonus GPG was 0%	No bonuses were paid in 2025
Proportion of males receiving a bonus payment: 0%	No bonuses were paid in 2025
Proportion of females receiving a bonus payment: 0%	No bonuses were paid in 2025

Gender Pay Gap Results - Total Population

Result	This means that...
Mean GPG was 3.23%	Men were paid 3.23% more on average than women on this date, compared to -0.1% in 2024
Median GPG was 2.57%	The median pay received by men is 2.57% more than women on this date, compared with 4.5% in 2024
Mean bonus GPG was 0%	No bonuses were paid in 2025
Median bonus GPG was 0%	No bonuses were paid in 2025
Proportion of males receiving a bonus payment: 0%	No bonuses were paid in 2025
Proportion of females receiving a bonus payment: 0%	No bonuses were paid in 2025



Commentary

Hourly Rate roles:

- Our hourly gender pay gap has increased by 4.45% since the last report (-0.1% mean GPG in 2024).
- There are 88% more male hourly workers than female. In 2024 there were only 36.69% more male hourly paid.
- 73% of hourly paid women are Production Operatives. Production Operatives are paid the lowest wage at £12.21 on average. Only 9% of the women work on the Night shift. The Night shift attracts a shift premium of 20% of hourly rate.

Salaried Roles:

- On 5 April 2025, there were 55% more male salaried employees than female.
- Over the past year, several senior female employees left the business, and their positions were not directly replaced. In some instances, their responsibilities were absorbed into existing roles held by male employees.
- Production specific roles, such as Senior Operations Manager, Operations Manager, Shift Manager, Team Leader and Supervisor roles are held by more male colleagues
- The median pay received by women is 8.34% more than men on this date

Actions that we will take to further our progress in this area:

- We will incorporate GPG analysis as part of our pay reviews and job structure, to identify any significant variances for key positions.
- Take snapshot of April based on base salary and equity level by gender with view to adjust if needed at mid year reviews.
- Continue to review job descriptions for gender neutral language.
- Continue to commit to hiring manager training which covers all types of bias, including gender.
- Review selection processes and career development for Operations Manager, Shift Manager, Team Leader and Supervisor roles. Create specific pathways to encourage more women to apply/be selected into these roles.