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# GENDER PAY GAP REPORT 2024

## 1. Introduction

The following report details the Permali Gender Pay Gap for 2024. The report is based on the 'snapshot' date of 05 April 2024. On this date, there were 261 employees which included 36 female employees and 225 male employees.

## 2. Gender Pay definition of an 'employee'

For the purposes of gender pay reporting, the Equality Act 2010 defines an 'employee' as follows:

- An employee who is employed on the 'snapshot date' irrespective of the duration of their employment (referred to as a 'relevant employee')
- An employee who was paid their usual pay in their pay period that included the 'snapshot' date (referred to as 'full-pay relevant employee') *
- An individual who is employed on a contract of apprenticeship
- An individual who works under a contract of service.

* If an employee is on any kind of leave and is not being paid their usual amount in the pay period, they are not full-pay relevant employees – for example, if they are paid Statutory Sick Pay or Statutory Maternity Pay which is less than their usual pay – there were 26 non full-pay relevant employees on the snapshot date

On the snapshot date the gender profile was:

| | |
|---|---|
| Males | 86% |
| Females | 14% |

## 3. Gender Pay Gap 2024

The difference between the average pay is expressed as both the mean and the median of men and women.

| Year | Mean Gender Pay Gap | Median Gender Pay Gap |
|---|---|---|
| 2024 | 11.9% | 10.5% |
| 2023 | -4.2% | -14.4% |

## 4. Bonus Gender Pay

The mean and median bonus gender pay gap were as follows:

| Year | Mean Gender Bonus Gap | Median Gender Bonus Gap |
|---|---|---|
| 2024 | -82.0% | -142.9% |
| 2023 | -29.6% | -350% |

The above results highlight that females continue to receive significantly higher bonuses than their male counterparts.

Out of 261 Group employees, the proportion of males and females receiving a bonus during the 12-month period leading up to the 'snapshot date' of 05 April 2024 was:

| | |
|---|---|
| Proportion of males | 62.7% |
| Proportion of females | 33.3% |

## 5. Quartile Pay Bands

The hourly pay of all 261 employees has been listed from highest to lowest and the percentage of males and females falling into each quartile is:

| Quartile | 2024 | | 2023 | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| Lower quartile | 85.2% | 14.8% | 94.8% | 5.2% |
| Lower middle quartile | 80.0% | 20.0% | 86.2% | 13.8% |
| Upper middle quartile | 86.7% | 13.3% | 84.5% | 15.5% |
| Upper quartile | 91.7% | 8.3% | 87.9% | 12.1% |

## 5. Commentary

Our gender profile for 2024 has seen a slight increase in female representation, moving from 12% in 2023 to 14% in 2024. Whilst this does show a positive trend, our workforce remains heavily male-dominated. Permali Gloucester Ltd, continues to operate clearly defined grades for the majority of roles being a primarily manufacturing environment.

Both the mean and median pay gap have increased from our 2023 report indicating a widening of the gap. This is evident in the representation of females in the lower quartile and lower middle quartile compared with 2023**.** However, our pay gap still remains lower than the national Gender Pay Gap in the UK for 2024 of 13.1% as per the Office for National Statistics.

https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024

The bonus gender pay gap figures show females continue to receive significantly higher bonuses than their male counterparts.

We have begun identifying ways of addressing this data to further increase female representation, for example by Introducing flexible working hours to support career growth for our employees and identifying a new approach to recruitment with targeted job boards and the introduction of applicant tracking software. At the end of 2024, Permali created an

Environmental, Social & Governance (ESG) Project Team aimed at creating the strategic direction for 2025 and beyond.

## 6. Closing statement

Permali Gloucester Limited will continue to monitor its gender pay gap and will, in accordance with its legal responsibilities, publish a further report in 2025. The information presented in this Gender Pay Gap Report has been created in accordance and to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 in relation to the 'snapshot date' of 05 April 2024.

**Jonathan Wilkinson**

CEO