

2024 Gender Pay Gap Report

What is the Gender Pay Gap?

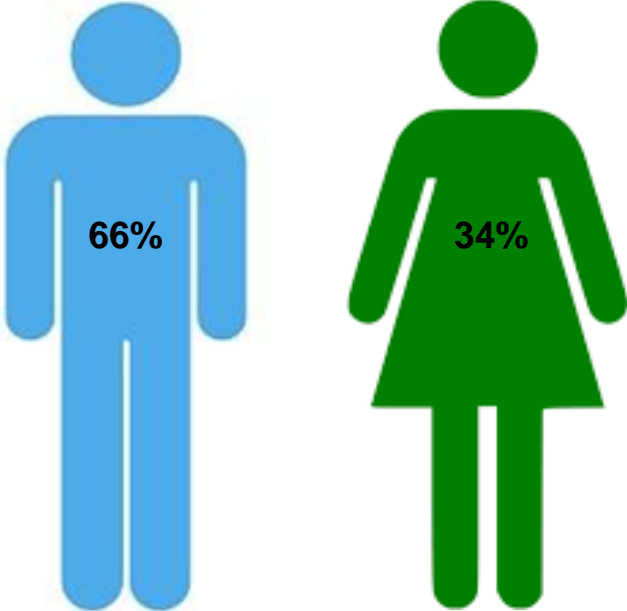
Under the UK Government's Gender Pay Gap regulations, any employer with 250 or more employees on a specific date (the Snapshot Date) must report their Gender Pay Gap data for each separate legal entity, where an organisation is made up of more than one legal entity.

The Gender Pay Gap shows the difference in average pay between men and woman within a workforce, through several mandatory statistics. It is not the same as Equal Pay, which relates to differences in pay between a man and a woman who carry out the same or similar jobs or work of equal value.

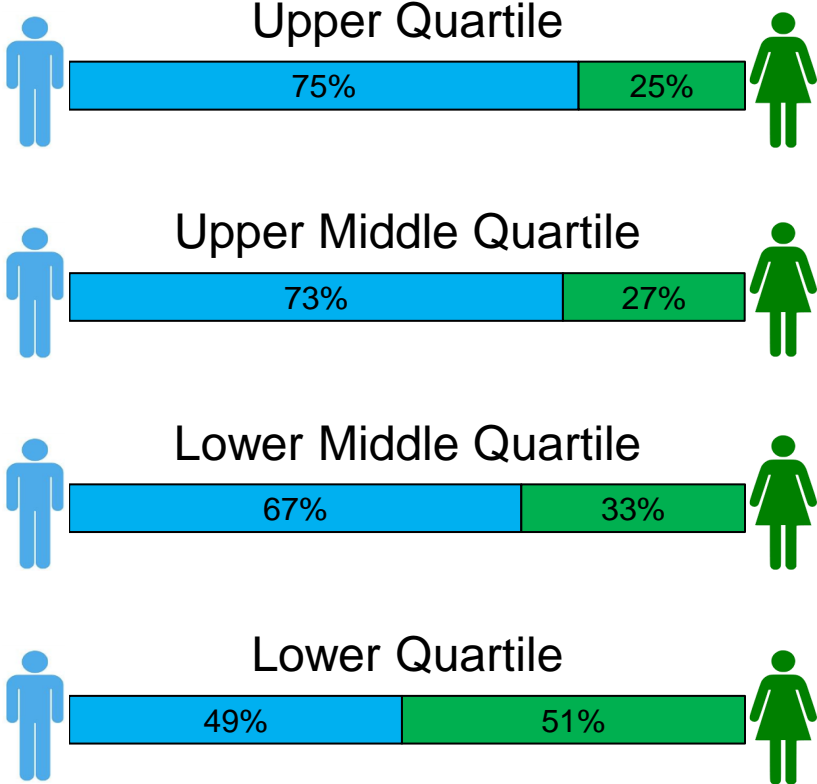
Summary

Owen Mumford employed 520 associates in the UK on 5 April 2023 (the Snapshot Date), 34% of whom are females, this is the same percentage as reported in the last annual report. The business typically employees those in areas of manufacturing and engineering, where women are under represented. The smaller number of women in senior leadership roles within the industry also contributes to the negative pay gap. Owen Mumford have achieved significant improvements across both the mean and median pay gaps which is an excellent achievement and shows progress has been made since the last annual report.

Employees Gender

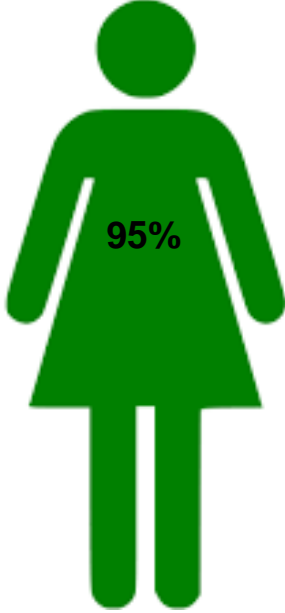
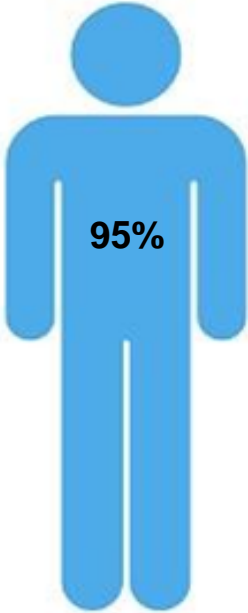


Proportion of Male and Female Employees as Per Quartile

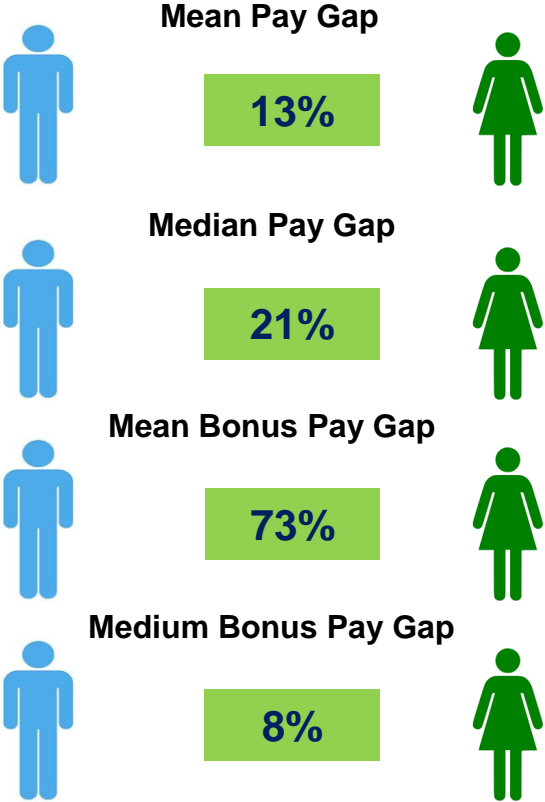


Employees Gender

% of Individuals Gaining a Bonus



Pay Gap Percentages



Understanding Our Plans to Close the Gap

- Improvement of flexible working practices specifically a remote working policy and further improved flexitime policies specifically around school hours and childcare.
- Implementation of an early careers programme – encouraging women into apprenticeships, graduate schemes and internship programmes within STEM areas.
- Enabling “name free” applications, supporting unconscious bias on job application reviews by recruiting managers.
- Unconscious bias training delivered to all People Managers within the business.
- Review of all job adverts to ensure that they are gender neutral and encourage women to apply.
- Recruitment focus shifting to behaviours and cultural fit as well as skills and experience allowing women a level playing field.
- Continuation of women in engineering promotions via company website and company newsletter.