

2025 Gender Pay Gap Report

What is the Gender Pay Gap?

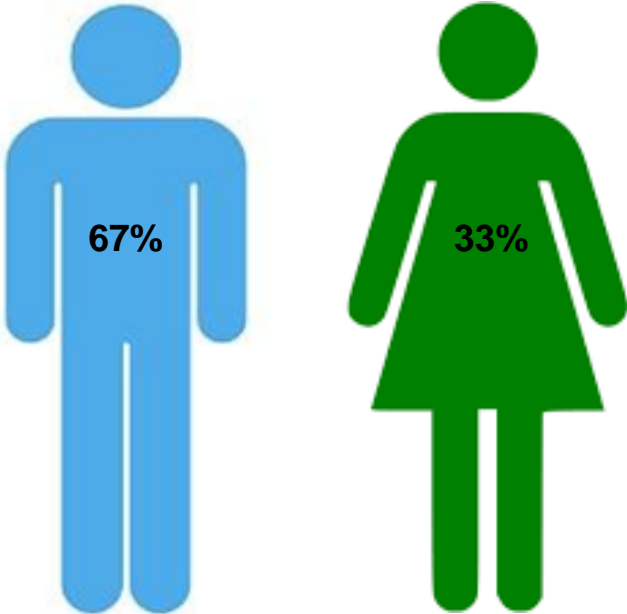
Under the UK Government's Gender Pay Gap regulations, any employer with 250 or more employees on a specific date (the Snapshot Date) must report their Gender Pay Gap data for each separate legal entity, where an organisation is made up of more than one legal entity.

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.

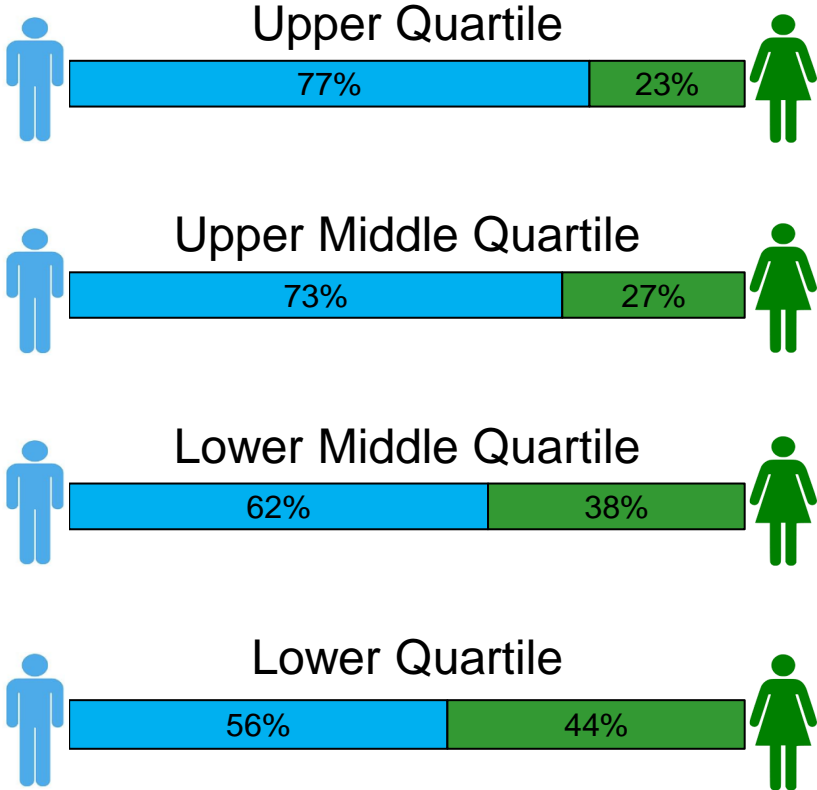
Summary

Owen Mumford employed 404 associates in the UK on 5 April 2024 (the Snapshot Date), 33% of whom are females, this is a decreased percentage as reported in the last annual report. The business typically employees those in areas of manufacturing and engineering, where women are underrepresented. The smaller number of women in senior leadership roles within the industry also contributes to the negative pay gap. **Owen Mumford have reported a higher gender pay gap this year of 1% in each area, attributed to two employees holding the same role within an Executive role at the snapshot date, skewing the figures.**

Employees Gender

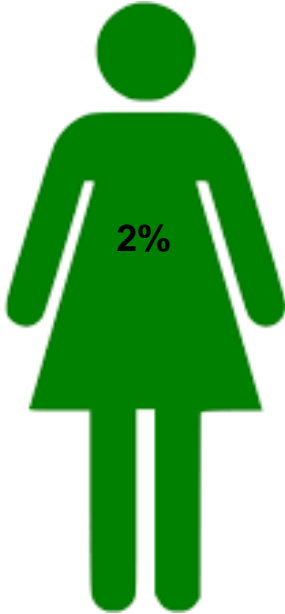
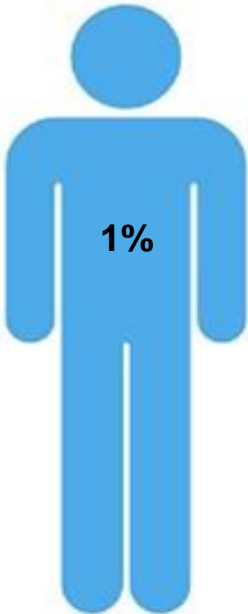


Proportion of Male and Female Employees as Per Quartile

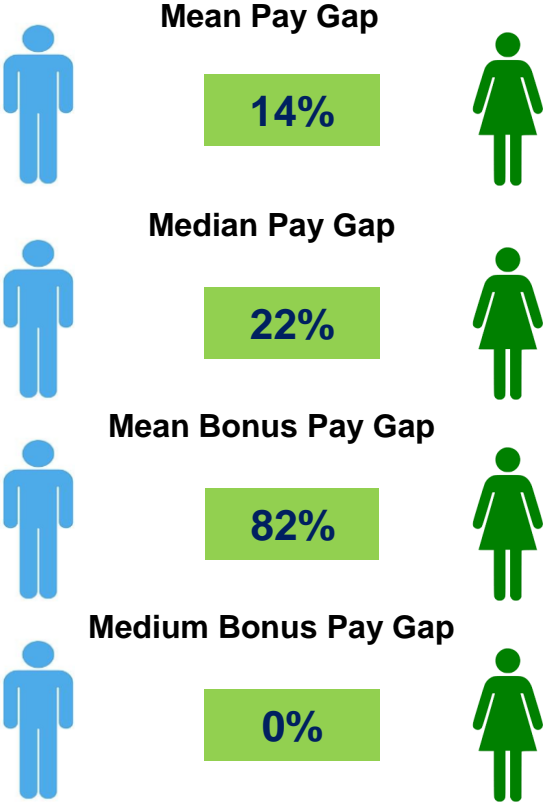


Employees Gender

% of Individuals Gaining a Bonus



Pay Gap Percentages



Understanding Our Plans to Close the Gap

- Yearly review with continued improvement of flexible working practices, specifically in relation to condensed hours, flexi time policy and remote working policy taking into account caring responsibilities and commitments.
- Early Careers – encouraging women into apprenticeships, and internship programmes within STEM areas through supporting local schools with talks and STEM subject awareness.
- “Name free” applications in place, supporting unconscious bias on job application reviews by recruiting managers.
- Unconscious bias training delivered to all People Managers and part of the induction programme.
- Standardised job adverts to ensure that they are gender neutral and encourage women to apply.
- Recruitment shift 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 social media. Specific campaign for International Women’s Day.