

Gender Pay Gap Report

What is the Gender Pay Gap?

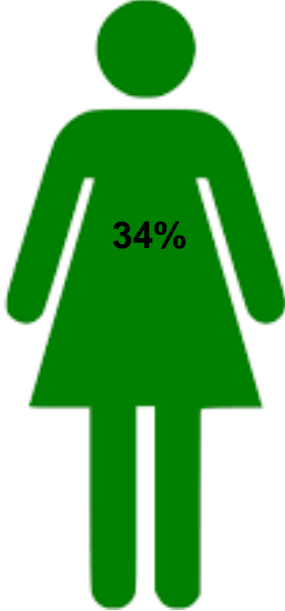
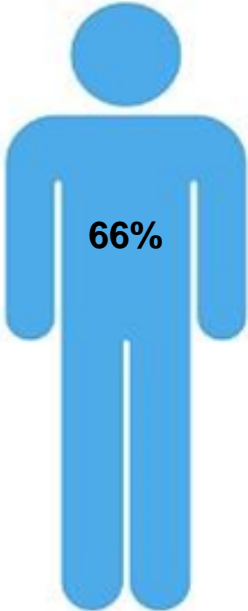
Under the UK Government's Gender Pay Gap regulations, UK companies must publish the Gender Pay Gap information for all legal entities within the UK that employ more than 250 people.

The Gender Pay Gap shows the difference in average pay between men and woman within a workforce, through a number of different 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.

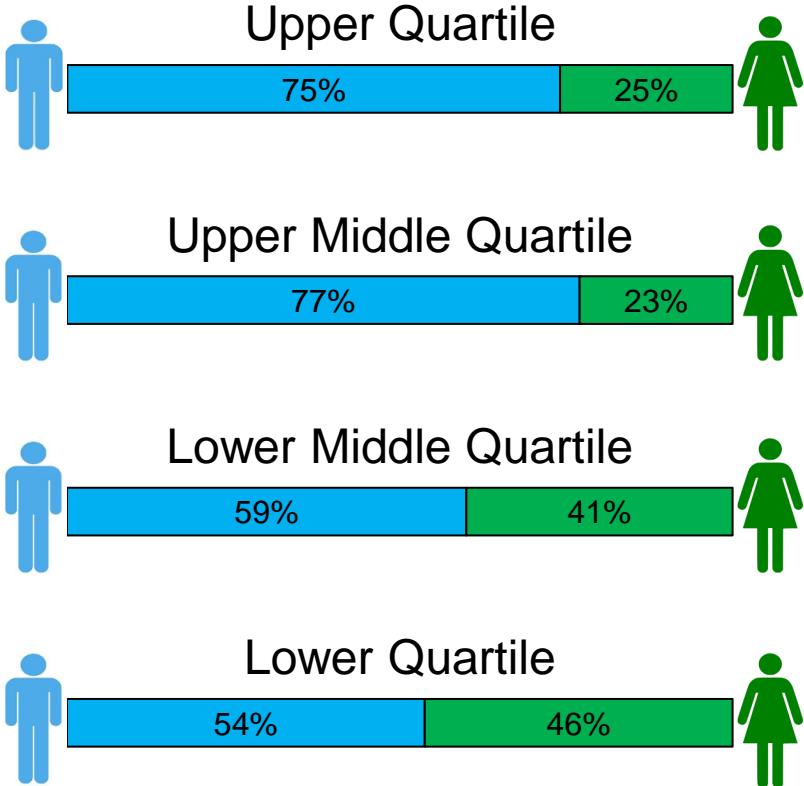
Summary

Owen Mumford employs 539 in the UK, 34% of whom are females, this is a 1% increase from the 2021 Gender Pay Gap report. The business typically employees those in areas of manufacturing and engineering of which women, industrywide, are under represented. The number of women in senior leadership roles within the industry also leads to the negative pay gap. Owen Mumford have improved women representation in all quartiles since 2021 showing positive steps forward.

Employees Gender

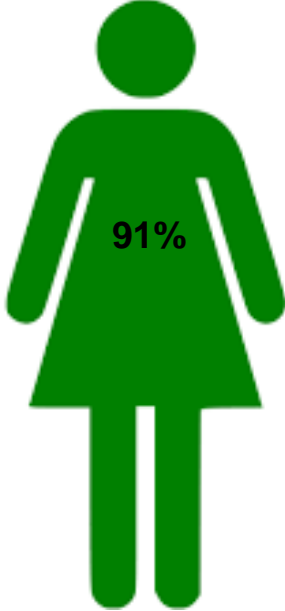
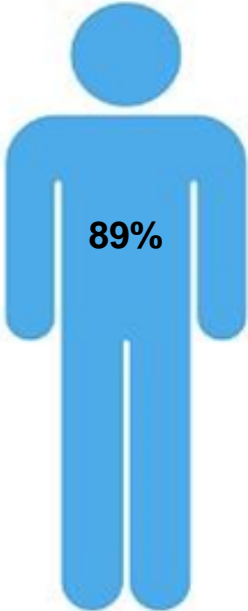


Proportion of Male and Female Employees as Per Quartile

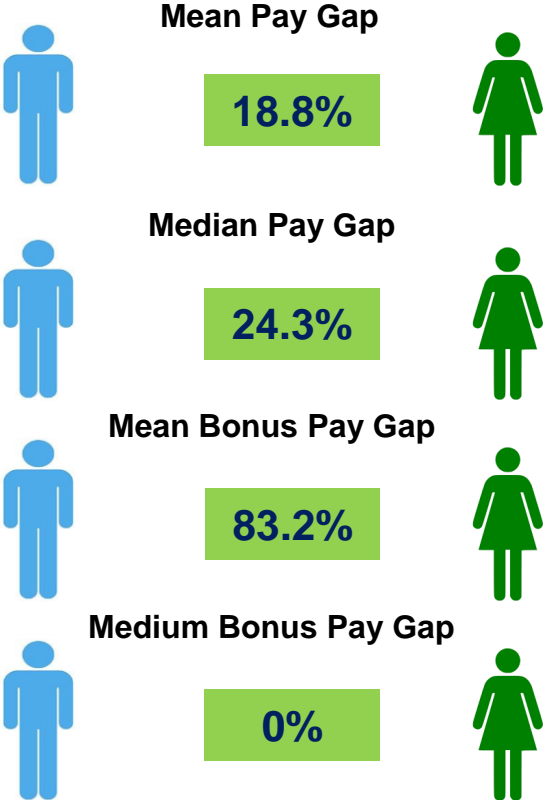


Employees Gender

% 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 allowing home working and flexible times around school hours and childcare.
- Enhanced family friendly policies – Generous maternity leave and return to work policies encouraging women back to work following growing their family.
- Review of all job adverts to ensure that they are gender neutral and encourage women to apply.
- Implementation of manager audits relating to gender balance within shortlisting, interviewing and job offers to candidates.
- Working with graduates, undergraduates and apprenticeships to encourage women into STEM.
- Unconscious bias training delivered to all People Managers within the business.
- Women in Engineering promotions via company website and company newsletter.
- Recruitment focus shifting to behaviours and cultural fit as well as skills and experience allowing women a level playing field.