

The GLORY logo is a blue square with the word "GLORY" in white, uppercase, sans-serif font.

Gender Pay Gap

Diversity and Inclusion
at Glory 2024





GENDER PAY AND BONUS GAP

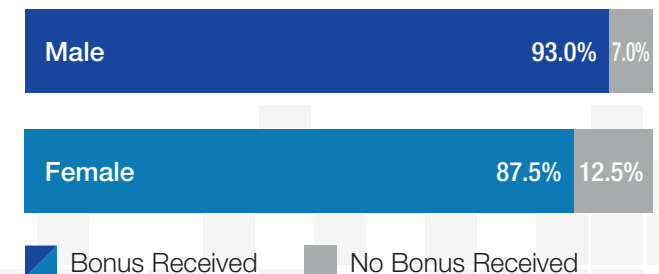
At the time of the snapshot date, 5th April 2024, Glory Global Solutions (International) Limited (based in the UK) employed 280 employees, of which 89 were female; a gender split of 68% male and 32% female. The UK business has a high percentage of males in the workforce especially in Field Service Engineering and some of our most senior global roles and Board positions are based at our UK Headquarters. The diverse nature of the roles in our UK business contributes towards our overall Gender Pay Gap.

- We report that our Median Hourly Pay Gap is 10.0% which is below the national average of 13.1%¹ for all employees, both full-time and part-time.
- Our gap between the proportion of male and female bonus receivers was 5.5%. It is important to highlight all employees are eligible to participate in a bonus scheme but under the regulations, we only publish 'paid bonus' through payroll at the snapshot date.
- Our bonus scheme has Global, Regional and Local business metrics which can drive variances in pay-out.
- In addition, our more senior roles have a bonus scheme linked to their base salary which can drive a higher pay-out.

Gender Pay and Bonus Gap

Difference between men and women	Mean ²	Median ³
Gender Pay Hourly Gap	16.7%	10.0%
Gender Pay Bonus Gap	39.3%	0.0%

Proportion of Male and Female bonus pay receivers



¹Source: Office for National Statistics

²Average

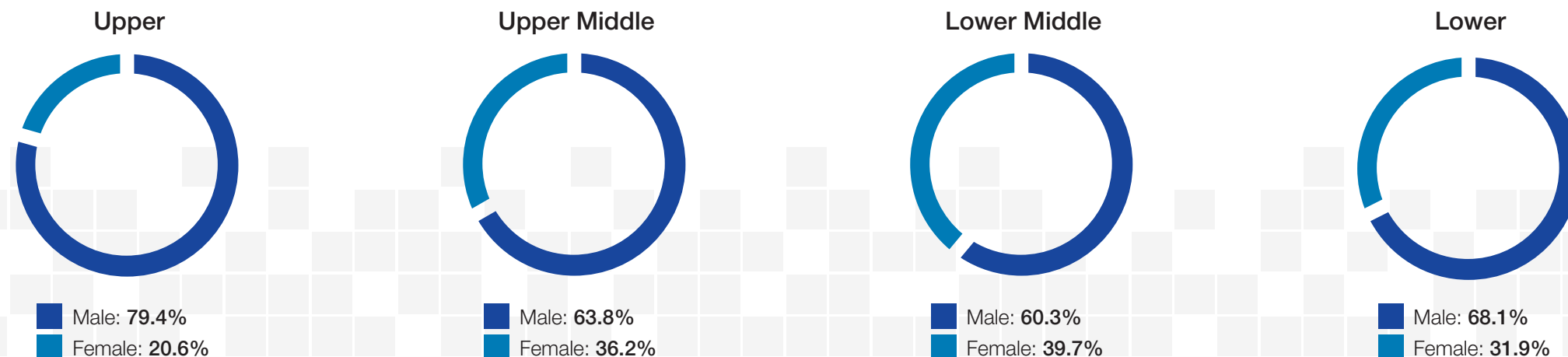
³Midpoint between the highest and lowest

PAY QUARTILES

- Our company Headquarters in Basingstoke, UK has employee roles which are Global, Regional and Local in nature being paid through our UK Payroll.
- Most of our UK roles work within Field Service Engineering, where we have a higher proportion of male employees compared to females and we are working to address this to ensure we have a higher representation of females.
- We recognise that we have more males employed in senior roles and as Board members and are working to address this to ensure there is more female representation across our pay quartiles.



Proportion of males and females in each pay quartile, based on a headcount of 280, as at the snapshot date



GLORY'S ACTIONS TO ADDRESS THE GAP

As a UK business, we are pleased to see our targeted actions starting to impact our data in 2024 as we observe an increase in female representation in our upper band, when compared to last year. We will continue to focus upon and drive actions to support change at this senior level.

As such, we have continued our Diversity and Inclusion (D&I) programme with our mission 'to foster an inclusive culture at Glory where all employees are respected and valued for their unique backgrounds and contributions, enabling all to reach their full potential'. Our branding is 'Strength through Diversity'.

Over the last year we have:

- Met throughout the year with our network of champions, along with Senior Leadership Sponsors, to drive the D&I initiative forwards in a meaningful way.
- Raised awareness and communication to all colleagues about our pledge to D&I, with network members and team being available to support and educate our colleagues.

- Held online webinars and office sessions for all colleagues to join in to learn more about D&I and get involved. Most recently, supporting neurodiversity in the workplace and how we can enable everyone to thrive through awareness and by supporting individual differences.
- Completed a colleague survey to measure their points of view on D&I within the workplace. We are incorporating this feedback to focus on areas that matter to our people, for the forthcoming year. This will also serve as a benchmark to measure our progress against going forwards.
- Our Board has updated our Glory values to include Diversity and Respect. This action emphasizes the importance of Diversity and Respect in our business and our objective to continually improve our culture.
- Gained the official Real Living Wage accreditation.



Our objective is for all colleagues to understand and demonstrate the importance of treating all people with respect, fairness, and inclusivity so that everyone can embrace the opportunities presented to them and make the best contributions they can to work and to our society.

Glory supports continuous development in many ways. Promoting the Apprenticeship Levy's available courses is just one such initiative and currently we have female managers studying subjects from management to specialist subjects, such as data and improvement. In addition, LinkedIn Learning is available to all UK employees to encourage ongoing learning and development for all. We believe this will help our people to improve their skills and capabilities and so provide them with greater career opportunities within Glory.

GLORY'S ACTIONS TO ADDRESS THE GAP [cont'd]

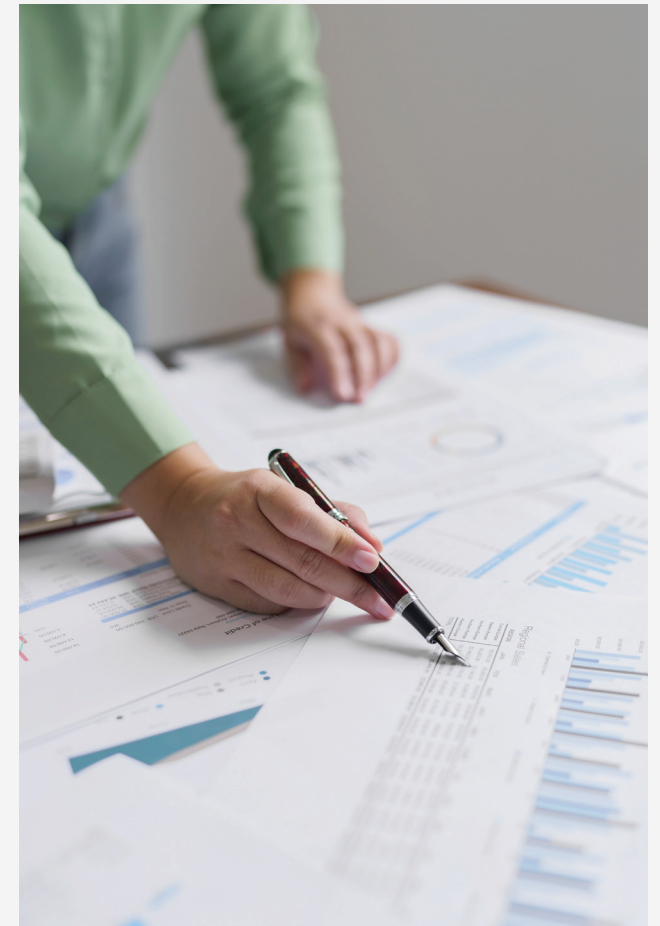
In 2024, our 'Achieving Business Impact' programme continued to be delivered to mid-level female managers. Based on the book 'How Women Rise,' the course aims to eliminate self-imposed obstacles created by 12 common habits that may have initially helped advance careers but now hold female leaders back as they seek to progress further. The programme also provides opportunities for networking, open discussion, and action planning. Feedback and evaluations have shown that this course has significantly boosted the confidence of our female employees, empowering them to actively pursue promotional opportunities.

We continue to operate office and working from home where possible (this is role dependent i.e. some roles are Field Service Engineers out in the Field supporting customers) and we have trained our UK people managers on flexible working practice and to be supportive to our colleagues across our UK sites.



The Reward team benchmarks all new roles and promotional opportunities to ensure our remuneration packages are competitive with market comparators and internal peers. We review roles to ensure individuals are in line with benchmarks which helps us to ensure no gender differences or other biases, arise. We are also looking to trial anonymized recruitment in the coming year. We annually train our managers to ensure they link salary recommendations to annual personal development review (PDR) scores, which in turn are linked to achievement of SMART objectives to drive a fair and consistent approach to development of all our people across the UK business.



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