

Purmo Group (UK) Ltd
Gender Pay Statement 2025

As part of the Government's commitment to tackle workplace discrimination, all UK companies with 250 or more employees are required to disclose their gender pay gap. This includes the comparison between mean and median hourly pay for all women and men within a business. It is different to equal pay, where Purmo Group (UK) Ltd is committed to ensuring that men and women doing the same or a similar job are paid the same.

As an employer with 250 or more employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010. This involves carrying out six calculations that show the difference between the average earnings of men and women in our business; it does not involve publishing individual employee data.

We use the results of our Gender Pay Reporting to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Gender Pay Reporting requires our business to make calculations based on employee gender. We establish this by using our existing HR and monthly PAYE payroll records.

Findings for 2024

Average gender pay gap as a mean average	7.6%	
Average gender pay gap as a median average	1.7%	
Average bonus gender pay gap as a mean average	2.4%	
Average bonus gender pay gap as a median average	44.1%	
	Male	Female
Proportion of men and women who received bonus pay	18.3%	31%
Proportion of men and women in each pay quartile	Male	Female
Upper quartile	78.75%	21.25%
Upper middle quartile	79.27%	20.73%
Lower middle quartile	92.50%	7.50%
Lower quartile	82.93%	17.07%

Gender Pay Summary for 2024

Purmo Group (UK) Ltd is committed to building a diverse and inclusive workplace that gives equal opportunities to all employees, irrespective of their gender. We are committed to monitoring pay, bonus and career progression among staff to ensure that all employees, irrespective of their gender, are supported to reach their full potential.

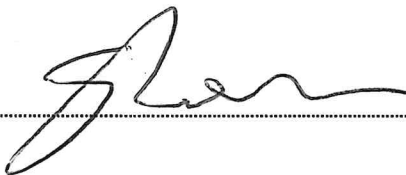
All trainees and new staff are recruited under the same structure and their earning ability depends on their success and career progress. All employees are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles and bandings. It is also important to acknowledge that there are sometimes regional differences in pay, depending on where an employee's role is based within the UK.

- Purmo Group (UK) Ltd has a mean gender pay gap of **7.6%**. This gap arises because of demographics within the UK manufacturing industry. We recognise that traditionally a greater proportion of men than women have studied for, and pursued, careers in the manufacturing sector and this trend continues today. As a result, Purmo Group (UK) Ltd currently employs more men (83%) than women (17%) and this has resulted in a gender pay gap
- Our Median gender pay gap is **1.7%**, which is lower than the UK national average of 7%
- The Purmo Group (UK) Ltd Leadership Team has six members, of which 16% are women
- Where male and female employees hold the same positions, there is no gender discrimination linked to pay, bonus or career progression
- Purmo Group (UK) Ltd is committed to working on the imbalance between male and female workers within UK manufacturing and we aim to ensure equal participation of women and men in all areas of work, at all levels and locations, ensuring equal access to the same recognition, reward and career progression opportunities

We strive to improve our gender pay gap and will publish the results again in **April 2026** as a requirement of the government initiative into equal pay.

I confirm that the gender pay gap data contained in this document for Purmo Group (UK) Ltd is accurate and has been produced in accordance with the guidance developed by the UK government on managing gender pay.

Signed.....



Date. 3/4/25

Mr Grant Lennon, Head of Legal Entity Purmo Group (UK) Ltd