

B E Wedge Holdings Ltd

Gender Pay Gap Reporting

Excellence in Galvanizing

WEDGE

We are required to conduct Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information 2017). This involves preparing calculations to show the difference between the average earnings of all males & females in our organization. It does not involve publishing individual employee's data. We are required to publish the results on our own website and on a government website. The information shown below is based on our data as at 5th April 2024. At this date we employed 942 people of whom 89 were female.

Pay Quartiles

Lower	78.3% Male	21.7% Female
Lower Middle	96.9% Male	3.1% Female
Upper Middle	94.2% Male	5.8% Female
Upper	92.5% Male	7.5% Female

Hourly Pay

Mean Gender Pay Gap	9.9%	(13.8% - 2023)
Median Gender Pay Gap	15.5%	(15.6% - 2023)

The Mean pay gap is the difference between the average hourly rate for male & female
(Our average male employee is paid at an hourly rate 9.9% higher than our average female)

The Median pay gap is the difference between the mid male & mid female hourly rate

The Mean pay gap has improved significantly from 2023, and we have a higher number of females in the Middle & Upper Pay Quartiles than in previous years.

There is no difference between the rates paid to males or females in similar positions. The company does not have pay inequality, and the company is committed to equal opportunities for all its employees.

Bonus Entitlement

Proportion of Male Employees with bonus pay	95.9%	(96.6% - 2023)
Proportion of Female Employees with bonus pay	96.6%	(98.9% - 2023)
Mean Gender Bonus Pay Gap	16.3%	(18.7% - 2023)
Median Gender Bonus Pay Gap	(12.1%)	(-9.4% - 2023)

This year, the mid female bonus was 12.1% higher than the mid male bonus, which is a positive movement of 2.7 percentage points.

The majority of our production and transport teams are male and these roles generally attract shift allowance to ensure that the demands of the business can be met. This results in a higher hourly pay than the majority of our female employees who are predominantly in office based support functions such as Administration, Sales & Finance, which attract annual bonuses but are not as closely linked with production.

We continue to encourage all our employees to apply for any positions that become available within the company and we have more females than ever in senior plant operation roles including General Managers, Sales Managers & Works Managers, Operations, Technical Services & Transport Managers. We have female representation at Board Level.