

Gender Pay Gap Report 2025

Introduction

This Gender Pay Gap Report sets out the difference in average pay between men and women across Euroclad Group, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The findings in this report are based on pay data taken at the statutory snapshot date and calculated using the prescribed methodology.

Gender pay gap reporting measures the difference in average earnings between men and women across an organisation's workforce. It differs from equal pay, which concerns whether individuals are paid the same for performing equal or comparable work. A gender pay gap does not of itself indicate that men and women are paid differently for the same roles; rather, it reflects how roles, seniority, working patterns, and pay levels are distributed across the organisation.

Euroclad Group is committed to fair, transparent, and equitable pay practices. Pay decisions are based on objective factors including role responsibilities, skills, experience, and performance. These arrangements are supported by structured recruitment, promotion, and development processes designed to promote equality of opportunity and ensure consistency across the workforce.

This report covers all relevant employees within Euroclad Group as defined by the Regulations and includes the required statutory measures, including mean and median hourly pay gaps and the distribution of men and women across pay quartiles. A supporting narrative is provided to explain the results and the factors that influence them.

By publishing this report, Euroclad Group aims to promote transparency, support informed discussion about workforce representation, and reinforce its commitment to equality, diversity, and inclusion.

Gender Pay Gap Report

Reporting Year: 2025

Snapshot Date: 5th April 2025

1. Workforce Composition

Gender	Number of Employees
Men	264
Women	75
Total	339

2. Hourly Pay - Mean and Median

Mean Hourly Pay

- Male mean hourly pay: £17.86
- Female mean hourly pay: £18.40

Mean gender pay gap: -2.99%

A negative figure means women's average hourly pay is higher than men's.

Median Hourly Pay

- Male median hourly pay: £13.93
- Female median hourly pay: £16.18

Median gender pay gap: -16.16%

This indicates that the midpoint female employee earns more per hour than the midpoint male employee.

3. Interpretation of the Results

- The organisation shows a reverse gender pay gap on both a mean and median basis, with women earning more per hour on average.
- The median gap is significantly larger than the mean gap. This typically suggests:
 - A concentration of men in lower-paid operational roles
 - Women being more evenly represented, or more concentrated, in mid-to-upper pay levels
- This result does not indicate equal pay compliance issues; gender pay gap reporting measures *distribution of pay*, not whether men and women are paid equally for like work.

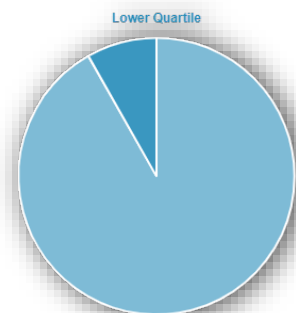
4. Pay Quartiles (Hourly Pay)

The workforce has been divided into four equal quartiles based on hourly pay, from the lowest-paid to the highest-paid employees. The proportions of men and women in each quartile are set out below.

Pay Quartile Distribution

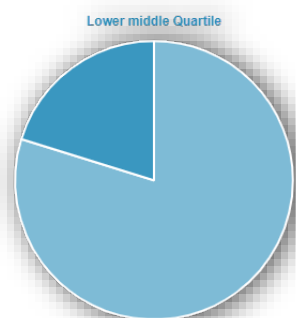
Lower Pay Quartile (Lowest paid 25%)

- Men: 91.76%
- Women: 8.24%



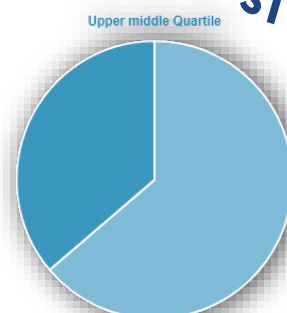
Lower Middle Pay Quartile

- Men: 79.78%
- Women: 20.22%



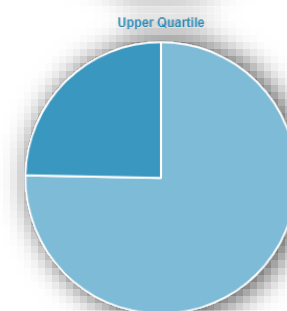
Upper Middle Pay Quartile

- Men: 63.75%
- Women: 36.25%



Upper Pay Quartile (Highest paid 25%)

- Men: 75.29%
- Women: 24.71%



Pay Quartile	% Men	% Women
Lower	91.76%	8.24%
Lower middle	79.78%	20.22%
Upper middle	63.75%	36.25%
Upper	75.29%	24.71%

Interpretation

The pay quartile results show a higher concentration of men in the lowest-paid quartile, reflecting the organisation's operational workforce profile. Female representation increases through the middle pay quartiles, with women being most strongly represented in the upper-middle pay quartile.

Although men remain more highly represented in the upper pay quartile overall, this distribution aligns with the organisation's role mix and seniority structure rather than reflecting unequal pay for comparable work.

Pay quartiles have been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, using hourly pay data and including all relevant full-pay employees.

5. Contextual Factors

Based on the data supplied:

- A large proportion of the male workforce appears to be clustered in fixed-rate operational roles.
- Female employees are more represented in professional, specialist or managerial roles with higher hourly rates.
- Pay differences appear to reflect role distribution and workforce structure, rather than unequal pay for comparable roles.

6. Key Compliance Statement

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, using hourly pay data supplied by the employer.

7. Next Steps

Euroclad Group recognises that gender pay gap reporting is an important tool for understanding workforce representation and informing future priorities. While the results of this report show a reverse gender pay gap on an average hourly pay basis, the organisation remains committed to ongoing review and continuous improvement.

The key focus for Euroclad Group over the next reporting period will be to:

- Monitor workforce composition and progression, with particular attention to representation across different role types, seniority levels, and pay quartiles.
- Review recruitment and progression practices to ensure they continue to support equality of opportunity and attract a diverse range of candidates across all areas of the business.
- Maintain transparent and objective pay structures, ensuring that pay decisions remain based on role requirements, skills, experience, and performance.

- Strengthen workforce data and reporting capability, enabling future reports to include more detailed analysis and supporting the development of targeted actions where appropriate.

Euroclad Group will continue to review its gender pay gap position annually and will use future reports to assess progress and identify any emerging trends. Through this approach, the organisation aims to support fairness, transparency, and long-term equality across its workforce.

8. Declaration

"I confirm that the gender pay gap information contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

Signed: *Stacey White*

Name: Stacey White

Job Title: HR Manager

Date: 5th April 2026