



GENDER PAY GAP REPORT 2021

This is our fourth gender pay gap report, which shows a snapshot of average differences in pay expressed as a percentage of earnings between all men and women in our workforce as at 5th April 2020. We are encouraged by the fact that our mean and median pay gaps have fallen compared to when we first reported in 2018.

After analysing our data, we believe this is partly due to more women occupying roles in the lower middle, upper middle and upper quartile bands. Whilst there is room for improvement, we are particularly pleased by this shift; one of the main contributory factors to our gender pay gap, shared by many employers in our sector, is fewer women in our workforce hold senior and specialist technical engineering roles, which make up a high proportion of the roles at PMUK. This is also reflective of the availability of candidates with an educational and/or career background in engineering, which remains a disproportionately male dominant pool.

We are especially keen to enable and encourage all of our staff to progress. One of our means for doing so is offering internal apprenticeships via NVQ study. We are pleased that in the year to 5 April 2020 more than two thirds of these were taken up by women in our workforce.

We have also rolled out "Leader of the Future" mentorship sessions delivered by Directors of our two largest business divisions. These are open to those with a desire to grow their responsibilities within the Company and we have been pleased with the strong uptake by female colleagues to date.

We hope to see a continued strong uptake of development opportunities like these as we feel they will lead to improving the representation of women across the pay quartiles, which will help us to further reduce our gender pay gaps.

Over the coming year our successful Corporate Athlete programme will be expanded and will see the number of attendees double, with 50% of new entrants being female leaders within the business.

I can confirm that the PMUK gender pay report and all the data contained within is accurate and has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Yasushi Morimoto

A handwritten signature in black ink, appearing to read 'Y Morimoto', is written over a light grey background.


Managing Director, PMUK

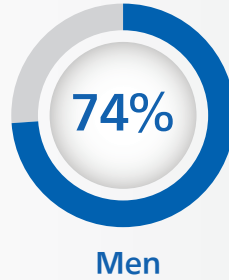
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Workforce Profile

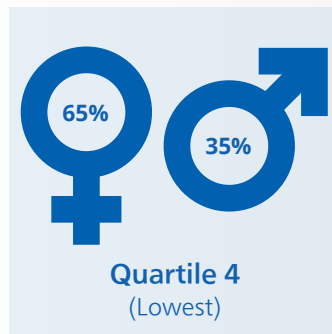
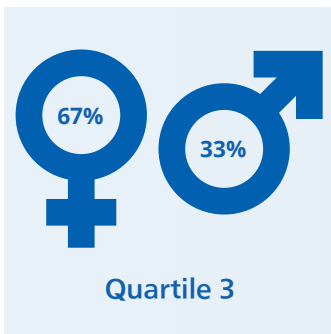
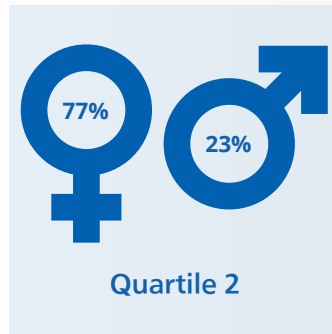
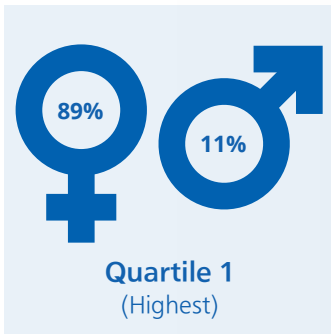
372
EMPLOYEES

 277
Men

 95
Women



Proportion of Men and Women by Quartile Bands

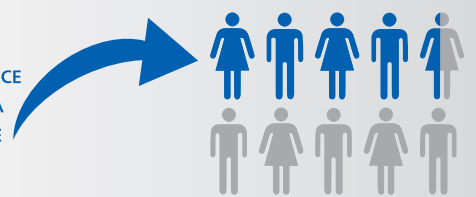


Bonus Data

The proportion of men and women who received bonus pay.

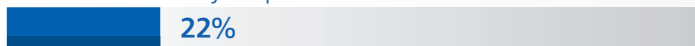


46%
OF THE WORKFORCE
TOOK PART IN A
BONUS SCHEME

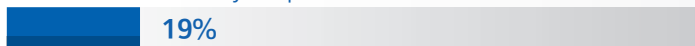


Gender Pay Gaps

Mean Gender Pay Gap

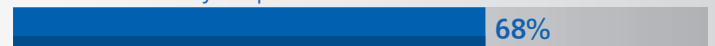


Median Gender Pay Gap

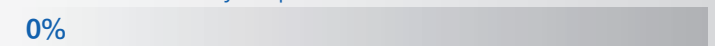


Bonus Pay Gaps

Mean Bonus Pay Gap



Median Bonus Pay Gap



What these figures mean

Gender pay gap - this is the average difference in the earnings of full pay relevant male and female employees in the workforce and is expressed as a % difference of men's earnings. Two averages are used to show the gap - the mean and median.

Quartile pay bands - employees are listed in order from lowest to highest hourly rates and the list is divided into 4 equal parts (pay quartiles) containing the same number of employees in each (or as close to this as possible). The quartile pay bands show the proportion of men and women in each quartile.

Mean (average) - this average is worked out by totalling the hourly rates of male and female employees and dividing the totals by the number of male and female employees respectively.

Median (average) - the middle point average value between the lowest and highest hourly rates for male and female employees.