

Gender Pay Gap Report

2023

Gender Pay Gap regulations require all UK legal entities with over 250 employees to publish the following set of data annually.

This is PMUK's sixth gender pay gap report, which is designed to show the difference in the average pay between all men and women in the workforce, regardless of their role or level within the Company. The data represents a snapshot date 5th April 2022, with the bonus-related data reflecting the period 6th April 2021 – 5th April 2022.

We are pleased to report that the strategies implemented to address our Gender Pay Gap continue to be successful in not only closing both our median and mean pay gaps over the last year, but also maintaining a 0% bonus pay gap and achieving our objective to be aligned with the Wales Manufacturing Industry average for both mean and median pay gaps (14.9% and 20.1% respectively, *ONS 2022*).

We have seen a positive shift within three of the four reporting quartiles which can be attributed to an increase in the proportion of Senior Leadership positions now held by females and an increase in the number of females within more diverse technically biased roles.

Despite making great progress in closing our Gender Pay Gap, it's important that PMUK continues to maintain focus and momentum on strategy relating to family and wellbeing, flexible working, talent development, diversity and inclusion in the workplace, driving proactive initiatives to promote opportunities for all employees at all levels.

Over the coming year the Company will enhance formal development and coaching programmes for first-line management, widening further our talent pool and creating career development opportunities accessible to a broader group of employees.

PMUK are committed to the continuation of our successful collaboration with academic and vocational institutions, development trusts and STEM project groups, providing employees and potential employees opportunities to develop skills that can be applied in key roles within the sector and PMUK.

I confirm that the PMUK Gender Pay Gap 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 and the Equal Pay regulations within the Equality Act 2010.

Robert Blowers

PMUK Managing Director





Gender Pay Gap Report

2023

> Workforce Profile

360
employees

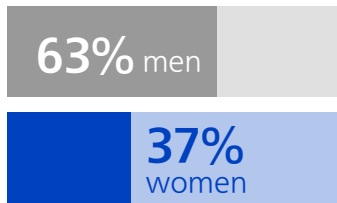
 **264** men
 **96** women



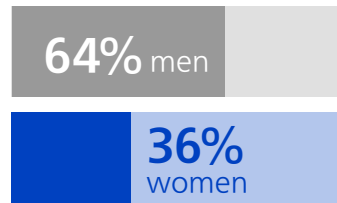
> Quartile Bands

Proportion of men and women by Quartile Bands.

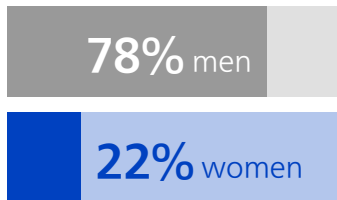
Quartile 1 (Lowest)



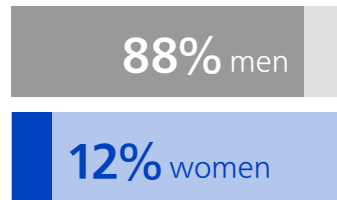
Quartile 2



Quartile 3

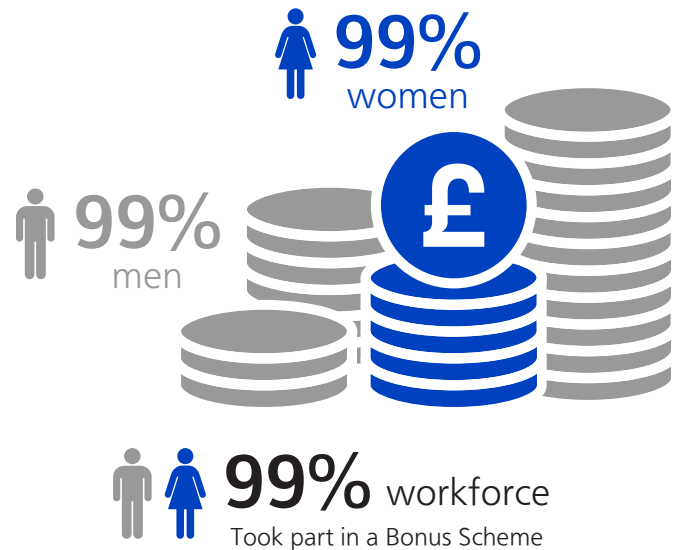


Quartile 4 (Highest)



> Bonus Pay

Proportion of men and women who received Bonus Pay.



> Gender Pay Gaps

15% mean
Gender Pay Gap

12% median
Gender Pay Gap

76% mean
Bonus Pay Gap

0% median
Bonus Pay Gap

> Bonus Pay Gaps

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 percentage difference of men's earnings. Two averages are used to show the gap – the mean and median.

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.

Quartile Pay Bands

Employees are listed in order from lowest to highest hourly rates and the list is divided into four 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.