

Gender Pay Gap Report

2025

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 eighth 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 following data represents a snapshot date of 5th April 2024, with the bonus-related data reflecting the period of 6th April 2023 – 5th April 2024.

We acknowledge that our mean gender pay gap has increased since our previous report and remains above the Wales Manufacturing industry average of 11% (ONS, 2024), however we are encouraged that our median gender pay gap has reduced and is lower than the Wales Manufacturing industry average of 19.2% (ONS, 2024). Whilst we recognise that a median bonus pay gap exists for the first time since our 2017 report, we are pleased to see that our mean bonus pay gap has reduced.

Our workforce profile is largely unchanged since our previous report, and as such we continue to attribute the increased mean gender pay gap to the majority of our more senior and technical roles being held by men.

It is also important to note that small changes in our employee profile can have a significant impact on our reporting figures. For example, within these reporting figures, if two female employees on above-median salary left PMUK, our mean gender pay gap would increase by 2% and our median gender pay gap would increase by 1%.

We also find it important to acknowledge the variety of functions and roles held at PMUK, and the substantial impact this variety has on our gender pay gap figures. For example, when only considering employees with operational roles within the manufacturing environment, our mean and median gender pay gaps are 1% and 3%, respectively.

Additionally, due to reorganisation taking place at PMUK within the next reporting period, we are expecting our figures to become in line with the Wales Manufacturing industry averages.

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



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> Workforce Profile

344
employees

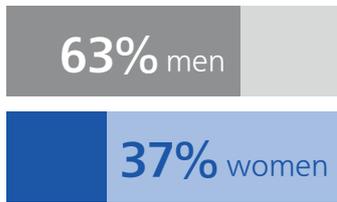
 **241** men
 **103** women



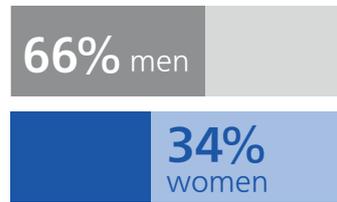
> Quartile Bands

Proportion of men and women by Quartile Bands.

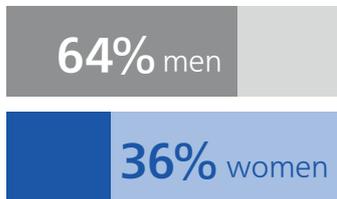
Quartile 1 (Lowest)



Quartile 2



Quartile 3

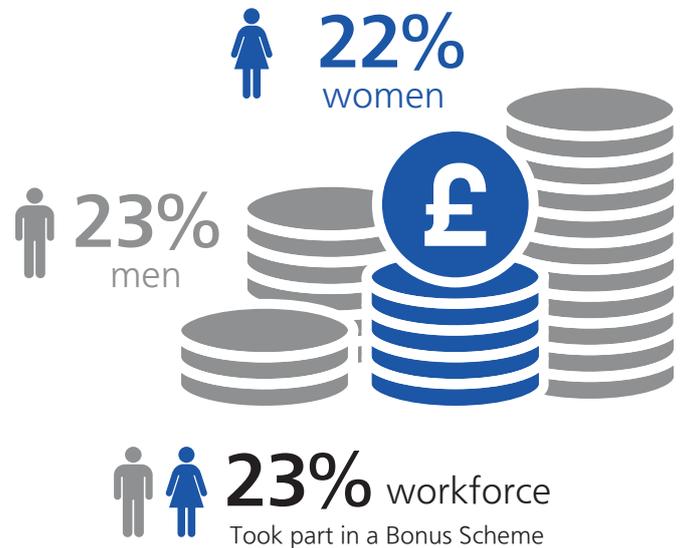


Quartile 4 (Highest)



> Bonus Pay

Proportion of men and women who received Bonus Pay.



> Gender Pay Gaps

20% mean
Gender Pay Gap

13% median
Gender Pay Gap

> Bonus Pay Gaps

71% mean
Bonus Pay Gap

33% median
Bonus Pay Gap

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.