

# **Record UK**

## 2024 Gender Pay Report



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The gender pay gap shows the difference in average pay between women and men.

Gender pay is different from equal pay.

Equal pay is about a man and a woman receiving equal pay for the same or a similar job.



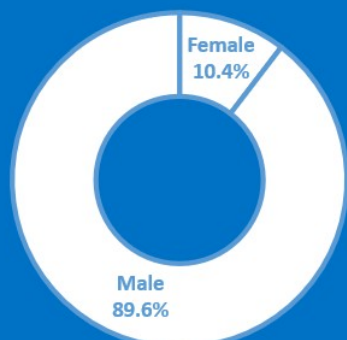
No. of employees	270
Male employees	223
Female employees	47
Male Key Leadership Members	87.5%
Female Key Leadership Members	12.5%

# Population By Pay Quartiles

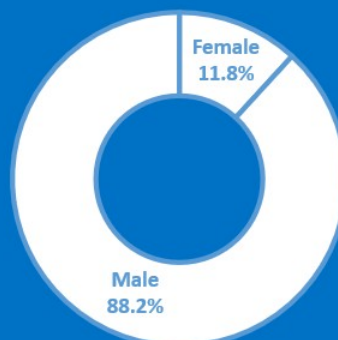
At Record UK women occupy 10.4% of the highest paid positions and 27.9% of the lowest paid roles as detailed below\*



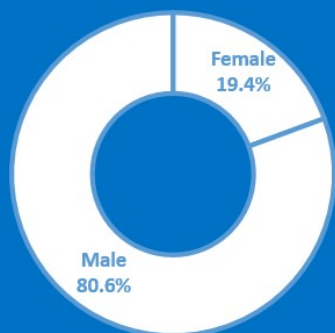
UPPER HOURLY PAY QUARTILE



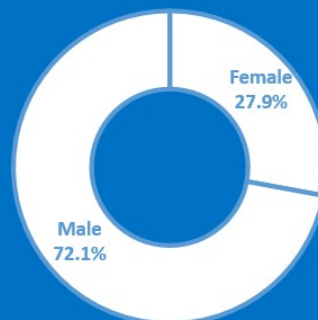
UPPER MIDDLE PAY QUARTILE



LOWER MIDDLE PAY QUARTILE



LOWER HOURLY PAY QUARTILE



## Mean & Median Pay

### Mean Gender Pay Gap

The difference in the average hourly pay for women compared to men, within a company

### Median Gender Pay Gap

The difference between the midpoints in the ranges of hourly earnings of men & women. It takes all the salaries in the sample, lines them up in order from lowest to high-est, & picks the middle salary.

### Understanding our Pay Gap

Since our previous report our mean gap has improved by **2.8%** which is due to an increase in female hourly rates within the upper middle and less females in the lower hourly quartile.



#### Mean Gender Pay Gap 2023

11.3%

#### Mean Gender Pay Gap 2024

12.2%

#### Median Gender Pay Gap 2023

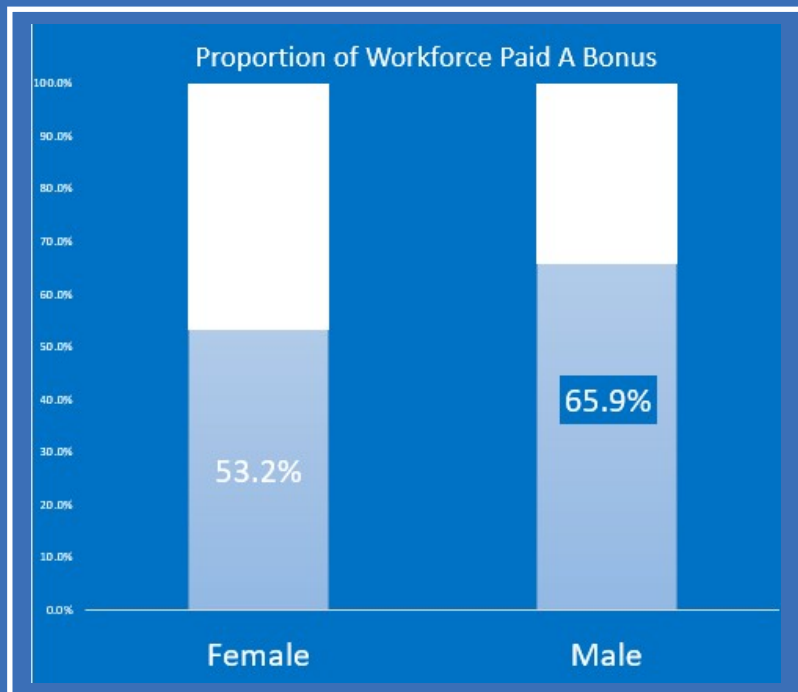
9%

#### Median Gender Pay Gap 2024

11.1%

## **Bonus Payments**

Our largest population of employees receiving a bonus are within our engineering teams which creates the large gap between men and women. Our engineering teams were 99% male which means more men were receiving bonuses in comparison to women within the business.



## **Plans To Close The Gap**

To close the gender pay gap, we are dedicated to fostering an inclusive environment and ensuring equitable pay for all employees. We will conduct regular, thorough pay reviews to confirm that all roles offer comparable salaries, regardless of gender.

Additionally, we aim to recruit more women into roles traditionally dominated by men, including expanding our team of female auto-door engineers. We are also focused on actively providing development and promotion pathways for talented women within the company.

By building a balanced workforce and creating clear opportunities for career advancement, we are committed to closing the gender pay gap and cultivating a fair and supportive workplace for everyone.

