

## PEKTRON GROUP LIMITED

### GENDER PAY GAP REPORTING 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

The information below is based on data as at 5th April 2025.

<b>The mean gender pay gap is:</b>	<b>29.1%</b>
<b>The median gender pay gap is:</b>	<b>27.1%</b>
<b>The mean gender bonus gap is:</b>	<b>80.5%</b>
<b>The median gender bonus gap is:</b>	<b>9.6%</b>
<b>The proportion of males receiving bonus payment is:</b>	<b>37.3%</b>
<b>The proportion of females receiving bonus payment is</b>	<b>61.2%</b>

Proportion of males and females in each quartile

Quartile	Males	Females
Upper	78%	22%
Upper Middle	61%	39%
Lower Middle	46%	54%
Lower	23%	77%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information).

I, Sarah Calladine, Payroll Manager, confirm that the information in this statement is accurate.

Signature: 

Date: 10/2/26

