

## Gender Pay Gap Report

### April 2024

#### Introduction

Gender Pay Gap Reporting is part of the UK Government's determination to tackle the gender pay gap by requiring companies to be more transparent on gender pay issues.

UK-NSI continue to be committed to equality of employment for all and having a diverse workforce is good for our business. UK-NSI are also committed to ensuring that our employees are treated fairly in all respects regardless of gender, nationality, ethnicity, disability and sexual orientation.

This gender pay report is a snapshot date as at the 5<sup>th</sup> April 2024.

#### Gender Pay Gap Figures

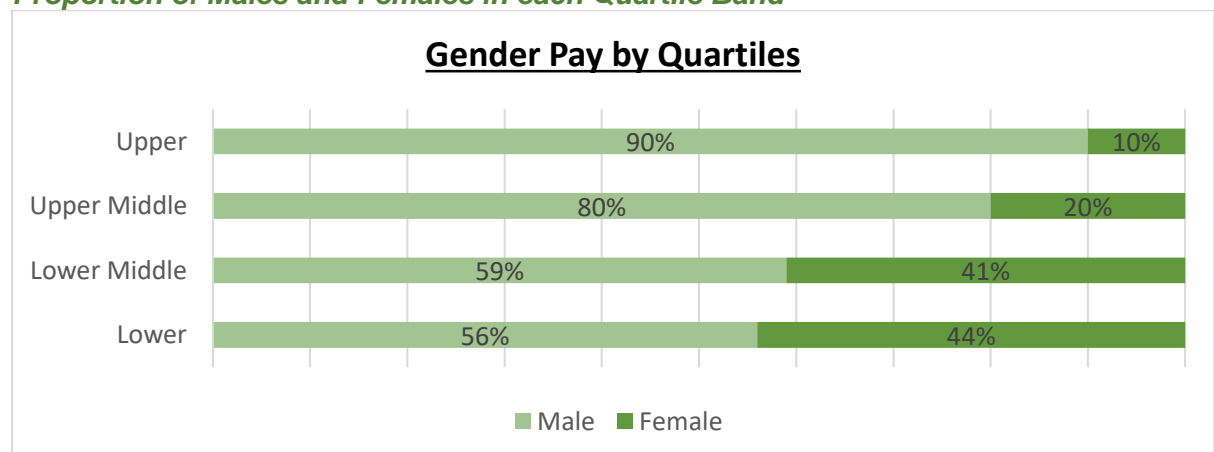
##### UK-NSI Mean and Median Hourly Gender Pay Gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive.

Mean Gender Pay							
The mean average involves adding up all of the hourly pay rates and dividing the result by how many entries were in the list.							
2017	2018	2019	2020	2021	2022	2023	2024
29.6%	26.1%	25.0%	23.0%	18.5%	19.2%	17.6%	18.6%

Median Gender Pay							
A median average involves listing all employees by hourly pay in numerical order from smallest to largest, and taking the middle number from the list.							
2017	2018	2019	2020	2021	2022	2023	2024
24.3%	21.1%	20.5%	14.8%	10.6%	12.0%	10.6%	-12.8%

##### Proportion of Males and Females in each Quartile Band



The above chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

## ***Why do we have a Gender Pay Gap?***

Historically the population of our employ is male dominant, this remains with a male population of 71% compared to 29% female. One of the main reasons for this imbalance is due to the sector we operate in, and the historical profile of employees who have opted for a career in engineering / manufacturing. Although there have been pushes to get women into STEM roles, this imbalance still remains.

It is important to acknowledge that although we do have a mean gender pay gap, we are committed to paying employees doing the same job, the same rate of pay.

In this years analysis, it as identified that we do not have a median gender pay gap. When all female hourly pay was analysed compared to the male, the mid point pay for females was higher by almost £2, compared to the male hourly pay.

When breaking down the figures into quartiles, it is clear to see that our gender pay gap is more apparent in the upper middle and upper quartiles. This is where employees on the nightshift (receiving additional enhanced allowances), support roles, Engineering, Supervisory and Management are shown. Particularly in the Upper quartile the pay is based on market rate, experience, qualifications and other external factors. Low employee turnover reflected in long service within these types of roles also affects the gender pay gap at this level.

## ***UK-NSI Commitment to Gender Balance***

We will continue to recruit and attract the best people to work for UK-NSI and monitor and review our methodology to ensure that we have diversity within our applicants.

We will encourage women to apply for promotion and to undertake training that might lead to their development within our Company, and help to achieve further growth in representation. Employees are promoted, or progress based on merit and their desire to take on new challenges. We have a growing number of women entering engineering, managerial and other technical roles, which we will continue to encourage. During the year 30% of the promotions were for women.

A low labour turnover rate means potentially fewer opportunities for movement within the organisation, however we do seek to employ practices that retain women and offer flexibility.

We will continue to ensure that employees are paid fairly and equally for the job that they do regardless of gender.

## ***Declaration***

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2024.



Victoria Lowndes  
**Head of Human Resources**