

2024  
Gender Pay Gap Report  
Hendy Group Ltd

# 2024 Gender Pay Gap Report

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The information within this report collates data from Hendy Group Ltd.

We are confident that men and women are paid equally for doing the same job at Hendy Group. However, as with previous years, there is a greater proportion of men than women in senior roles, which in turn creates a gender pay gap.



Percentage of males and females employed

## Pay & bonus gap

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

Difference between men & women		
	Mean	Median
Hourly fixed pay	19.96%	20.61%
Bonus paid	54.18%	43.09%

The **mean pay gap** is the difference between the average hourly earnings of men and women. The **median pay gap** is the difference between midpoints in the ranges of hourly earnings of men and women.

The above information shows Hendy Group's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2024. It also captures the mean and median difference between the bonuses paid to men and women at Hendy Group up to the same date.

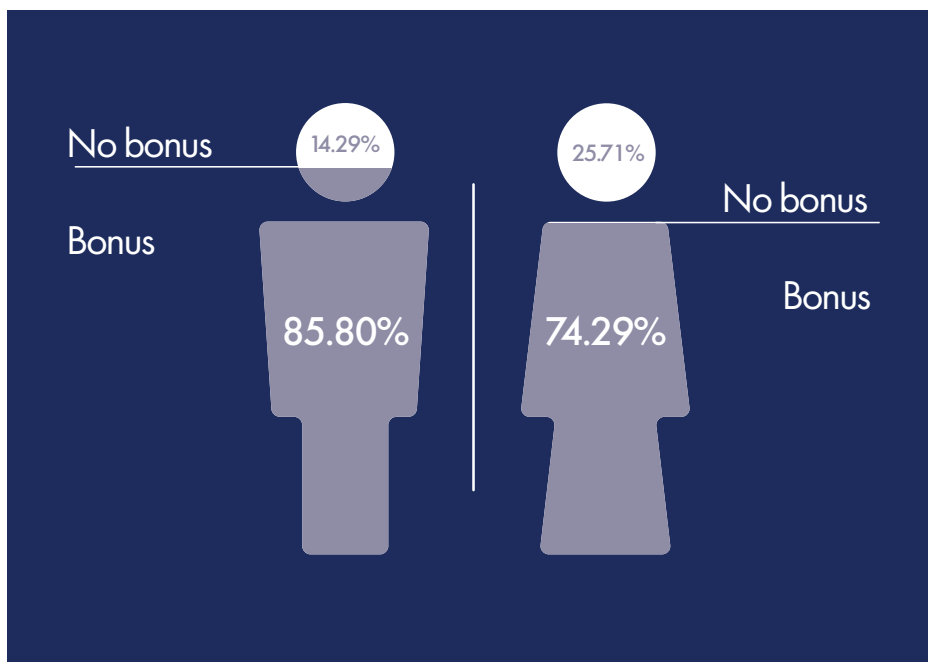
The figures for this year for the mean hourly fixed pay are slightly lower compared to 2023, which was 20.1%. The median hourly fixed pay are slightly higher compared to 2023, which was 16.8%.

The bonus paid and reported is based on all our colleagues. In 2023, the mean was 57.7% and the median was 45.9%, meaning there has been a decrease this year.

The changes may be explained by the increasing number of women eligible for a bonus payment and an alignment of salaries within the Group.

## Proportion of colleagues awarded a bonus

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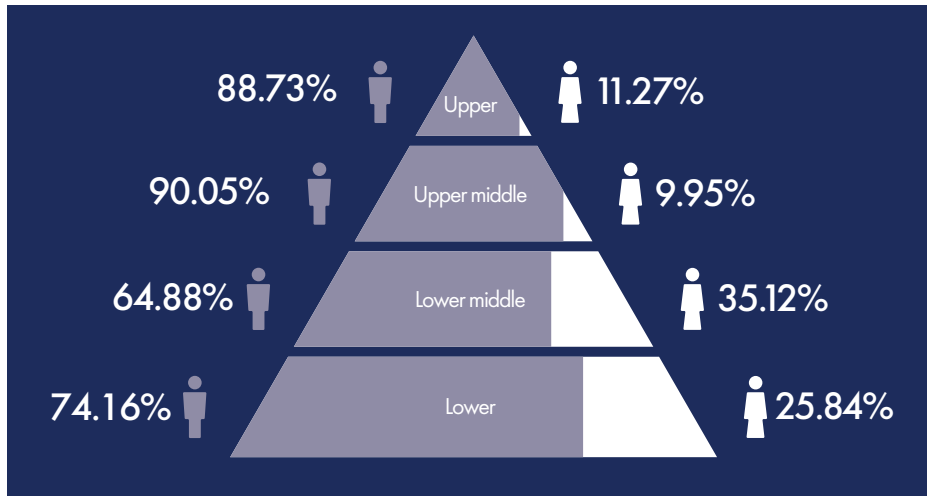


This shows a 11% difference between the number of men and women being paid a bonus up to the snapshot date, which has closed the gap since 2022 of 6.3%.

# Pay quartiles

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The below illustrates the gender split when we put the hourly rate of pay in order from highest to lowest and group them into four quartiles.



The main reason for our gender pay gap is an imbalance of male and female colleagues across the company, more so in the upper quartile. In saying that, where men and women undertake the same role, the remuneration structure is identical. We have seen an increase of women in the upper, upper middle and lower middle quartiles since 2022 and a decrease in the lower quartile.

We remain committed to creating a diverse and inclusive place to work and to addressing gender pay across the Group. We are undertaking new ways to attract new talent to help us drive an inclusive culture which will work towards closing our gap. This is alongside continually developing our colleagues, creating a diverse succession plan through annual talent reviews and creating supervisor, management and leadership programmes through our own Academy.

I confirm that the data reported is accurate.

Sarah Martyn  
Director of People & Organisational Development