

# Gender Pay Gap Report 2024/2025

## Introduction

Under UK Government regulations introduced in 2017, employers with 250 or more employees are required to publish information relating to the gender pay gap in their organisation. These employers are required to publish the difference between the average hourly rate of pay paid to male and female employees; the difference between the average bonus paid to male and female employees; the proportions of male and of female employees who receive bonuses; and the relative proportions of male and female employees in each quartile pay band of the workforce. For the period being reported, Fraikin did not employ 250 or more employees, however it has decided to provide the report on a voluntary basis.

## What is the gender pay gap?

The gender pay-gap shows the difference in average earnings between women and men. This is expressed as a percentage of men's earnings. Gender Pay Gap calculations are based on payroll data drawn from a specific date each year, known as the 'snapshot date'. The snapshot date of this report is 5 April 2024 and is reported by the 4 April 2025.

The gender pay gap does not show differences in pay for comparable jobs. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. However, even if men and women are paid equally there may still be a Gender Pay Gap for instance if there are more men in higher paid roles than women.

## 1. Purpose and Principles

Employers present findings of 6 different calculations to fulfil their requirements to report on their Gender Pay Gap:

1. Percentage of men and women in each hourly pay quarter.
2. Mean (average) gender pay gap using hourly pay.
3. Median gender pay gap using hourly pay.
4. Percentage of men and women receiving bonus pay.
5. Mean (average) gender pay gap using bonus pay.
6. Median gender pay gap using bonus pay.

## 2. Fraikin organisation UK gender pay gap

The snapshot of pay data is taken on 5 April 2024. At this time our workforce consisted of 221 employees (88 women and 133 men).

The mean gender pay gap is the difference between the average hourly earnings of males and females. The median gender pay gap is the difference between median hourly earnings.

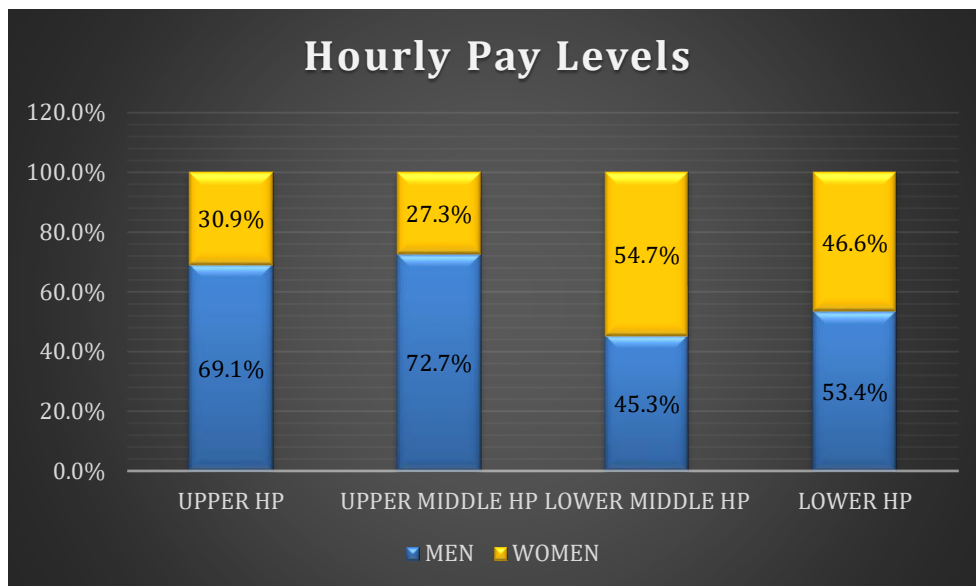
As of 5 April 2024 payroll, the mean gender pay gap stood at 9.86% favouring males. The median gender pay gap stood at 21.16%, favouring males. When comparing to the previous year (April 2023) the mean gap was 11.2% favouring males and in the median gap was 21.9% also favouring males therefore a continuous improvement has been shown over the last 2 years.

This gap is reflective of several factors: the fact that men are over-represented within organisations in the Engineering and Transport industries like Fraikin; A higher proportion of men work in the highly competitive talent pool for technical roles, some of which offer additional pay and allowance due to market skill shortages, irregular working hours or travel involved in the role.

## 2.1. Female representation and hourly pay

As of 5 April 2024, females represented 39.82% of our overall workforce. Typically, men are over-represented within organisations in the Engineering and Transport industries, and this is also reflected across our organisation.

The quarterly representation required under GPG reporting show the proportion of women and men at different pay levels:



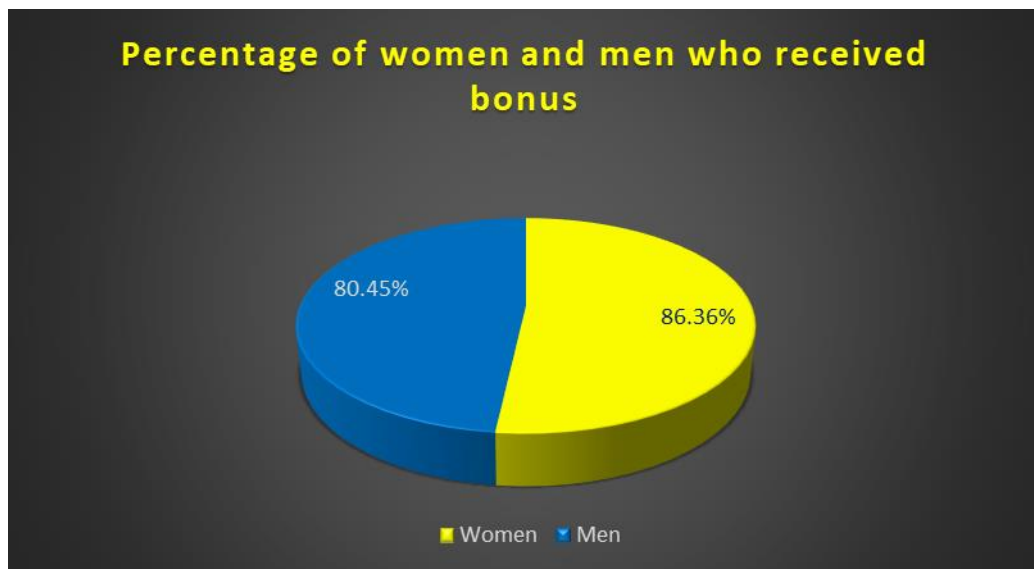
The above chart shows that there is a lower proportion of women in all sectors within the organisation, especially in the Upper and Upper Middle Hourly Pay quarters. This is due to our Mobile Technicians falling in this quarter of pay levels, which is a role typically filled by men. This is a highly competitive talent pool with a shortage of qualified technicians where this organisation has implemented retention measures including allowances and increase in basic pay to align to these market conditions. Whilst most women are working at the Lower Middle Hourly Pay level.

## 2.2. Bonus participation and payments

The bonus payment percentage is intended to reflect the distribution of bonus payments made to men and women who were paid bonus pay in the 12 months that ended on our snapshot date.

Fraikin operates several types of bonuses, all different types fall under the following categories:

- Performance Bonus
- Incentives
- Commission



The pie chart above shows that 86.36% of all women in the company received bonus during the relevant year; and 80.45% of all men received bonus during the same period. As per government requirements, employees reflecting in this graph are not only those of full wages but also temporary employees and those on zero-hour contracts as well as new employees recruited throughout the relevant year. This equates to a total of 221 employees, 133 of which were men (107 were paid bonus) and 88 were women (76 were paid bonus.)

Compared to the last year (April 2023) the percentage of bonus received increased for both men (from 45.65 percent) and women (from 50 percent). The contributing factor for this increase in bonuses was due to a combination of Company Performance improvements and a slight decrease in headcount due to structural changes.

There is a gap in the mean (average) bonus payments between males and females. Whilst more % of women than men are earning bonuses, the earnings for women are 22.61% less in the monetary value compared to men. There has been a huge improvement in this gap since the 2022 reporting period, which was 75% and when compared to last year's report, where the percentage was 58.58%, the percentage gap has increased.

There has been a significant shift in median where in 2022, we reported 1.3 % in favour to men, in 2023 the median was 14.9% favouring women. For the 2024 snapshot, the median is equal for both men and women.

<b><i>Bonus related Gender Pay Gap</i></b>	<b><i>%</i></b>
<i>Mean bonus GPG (favouring men)</i>	22.61
<i>Median bonus GPG (equal)</i>	0

### 3. Summary

Despite employee numbers falling below the required figure for reporting data of 250, on the snapshot date on 5<sup>th</sup> April 2024, Fraikin commits to continuing transparency of information in line with our Company EDI policy, and alongside our ESG strategy. The figures for 2025 confirm that men exceed women in three of the four quarters of hourly pay (HP), as well as mean HP and median HP. This is mainly a result of the industry that Fraikin is in. However, Women have now overtaken men in the lower middle pay quadrant.

In relation to bonuses, there has been a significant improvement made to lower the Gender Pay Gap and while more women earn bonuses, according to mean GPG bonus report, bonuses for men are still higher, although have shown improvements based on previous years data.

Fraikin will continue to commit to providing transparency of this information and continue to make improvements on closing the gender pay gap.



Suzanne Condes  
HR Director

3 April 2025