

## Gender Pay Gap Report

### **Premex Services Ltd Gender Pay Gap Explored and Explained.**

This is its report for the snapshot date of 5 April 2025.

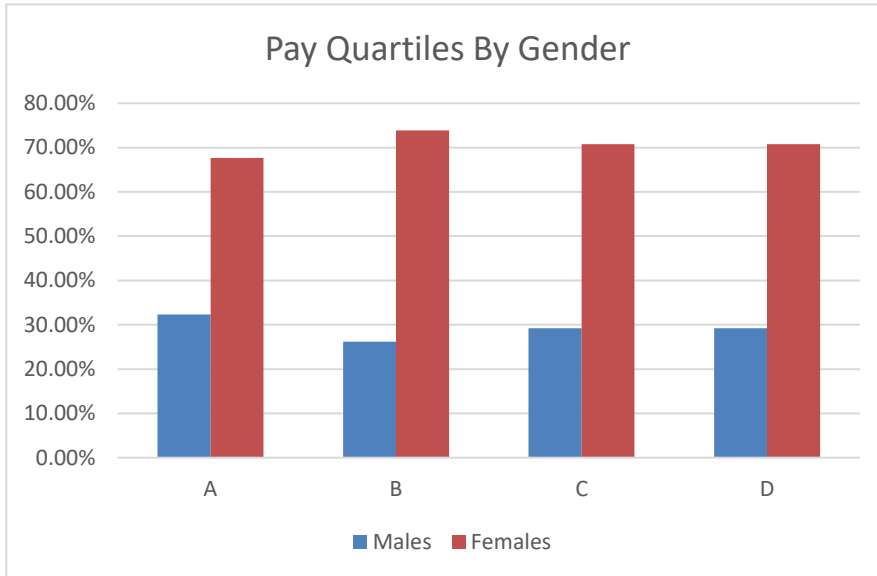
- The mean gender pay gap for Premex Services Ltd is 31.14%.
- The median gender pay gap for Premex Services Ltd is -0.25%.
- The mean gender bonus gap for Premex Services Ltd is 41.15%.
- The median gender bonus gap for Premex Services Ltd is -38.67%.
- Around 86% of men, 75% of women received a bonus. Participation is broadly high across both genders, though bonus-eligible roles differ by job type, influencing the distribution of bonus payments

### **Pay quartiles by gender**

| <b>Band</b> | <b>Males</b> | <b>Females</b> | <b>Description</b>  |
|-------------|--------------|----------------|---|
| A           | 32.31%       | 67.69%         | Includes all employees whose standard hourly rate places them at or below the lower quartile                      |
| B           | 26.15%       | 73.85%         | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C           | 29.23%       | 70.77%         | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D           | 29.23%       | 70.77%         | Includes all employees whose standard hourly rate places them above the upper quartile                            |

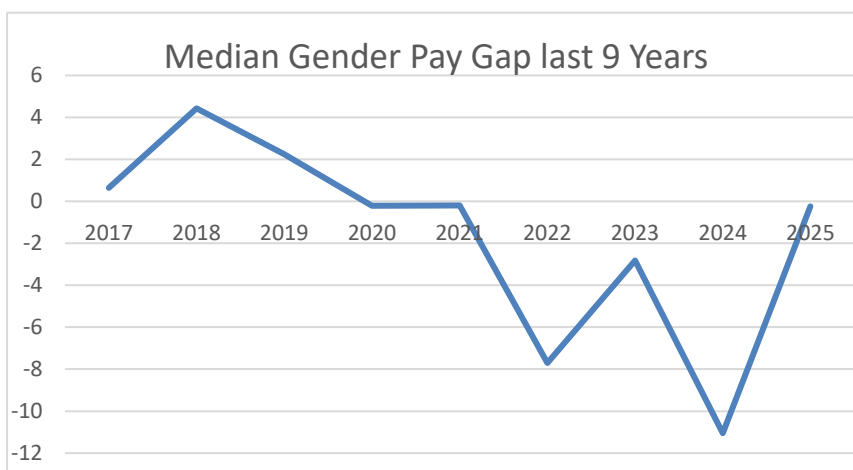
\*All figures calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For Premex Services Ltd, 68-74% of those employed are Women across all pay levels. This is represented below on the chart with Women making up over 68% of each pay quartile. For quartile D, the highest paid, the split of 77.86% Women & 22.14% Men is similar to the overall percentage of Women and Men in the company. This reflects our continued focus to ensure there is gender representation at all Management Levels



The roles within the company are predominately filled by Females at the lower level of Quartiles A. This is due to the type of role it is, and similar across other businesses with these types of roles. It is a smaller percentage of men who do these roles, but they are paid the same regardless of gender.

The Median Pay gap has fluctuated over the last 9 years and 2025 shows that the gap is closing again.



- The large positive mean pay gap (31.14%) arises because men in higher-paid roles earn significantly more, pushing the average up. This pattern aligns with our workforce profile, where women form the majority of employees, and also highlights

a valuable opportunity as we continue strengthening gender balance at leadership levels.

- However, the negative median pay gap (-0.25%) indicates that across the middle of the pay distribution, gender pay outcomes are balanced, with women in many roles achieving pay parity.
- Women receive significantly lower average bonus amounts on a mean basis. However, median results show that the typical woman receives a higher bonus than the typical man.
- The roles eligible for the largest bonuses—such as commercial, senior management, and technical leadership positions—are more heavily male-dominated. Bonus values are determined solely by job banding via the Job Evaluation process; personal characteristics such as gender or ethnicity have no influence on eligibility or award value.
- It is important to note that bonus values are determined solely by job banding, which is assigned through the Job Evaluation process. Gender, race, sexuality, or any other personal characteristic has no influence on bonus entitlement or value.

### **Drivers of the Pay Gap**

- Role distribution – more women in mid -upper quartiles, men likely occupy fewer but higher-paid positions.
- Bonus Structure – this impacts woman more due to flexible/part-time roles. The roles eligible for the largest bonuses (commercial, senior management, technical leadership) are more male-dominated
- Job type differences – similar roles pay equally, but role types vary by gender at lower levels

### **Premex Inclusion Commitments**

- Women are strongly represented across all pay quartiles.
- Uses job evaluation to ensure salaries are role-based, not gender-based.
- Ensures gender-neutral recruitment language to avoid bias.
- Commits to equal opportunities across gender, race, orientation, and disability.

### **Action plan**

We are confident that pay at Premex is fair and equitable. The mean gender pay gap arises from the way our employee population is distributed across different roles, not from differences in pay for the same role. Our median pay gap, which represents the typical employee, shows no gender disadvantage.

- Continue with our management development programme which demonstrates to women the managerial potential.
- Continue to use robust job-evaluation to safeguard pay equity.
- Monitor metrics quarterly to see fluctuations in year.
- Build on our inclusion practices as a whole and introduce community groups.

I, Tamsyn Haselden, Group HR Director, confirm that the information in this statement is accurate.

I, Mike Cutler, Group CEO, confirm that the information in this statement is accurate.

Signed

Signed