

## NWES GROUP

### GENDER PAY GAP REPORT 2023

As an employer of more than 250 people, NWES Group is required by law to report on our Gender Pay Gap and to make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5th April 2023

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay. According to the Office of National Statistics the overall national average pay gap for the UK AT April 2023 was 7.7%.

#### Our Pay Gap Results

Mean gap = 2.31%

Median gap = 0.00%

#### Bonus Pay

Mean gap = 7.50%

Median gap = 10.00%

#### Percentage of workforce receiving a bonus

Male = 9.50%

Female = 9.50%

#### Pay Quartiles

	Male	Female
Upper	75%	25%
Upper middle	82%	18%
Lower middle	90%	10%
Lower	4%	96%

The pay quartile analysis above highlights that our gender pay gap is greatest in the lower pay quartile, in which there is a significant imbalance with regards to the proportion of men and women in this section of our workforce.

Our Equal Opportunities Policy was developed from our desire to demonstrate our clear and unwavering commitment to treating all our employees equally where gender and all protected characteristics are concerned. This is reflected in the way we remunerate our staff.

V Swift

Director

21 March 2024