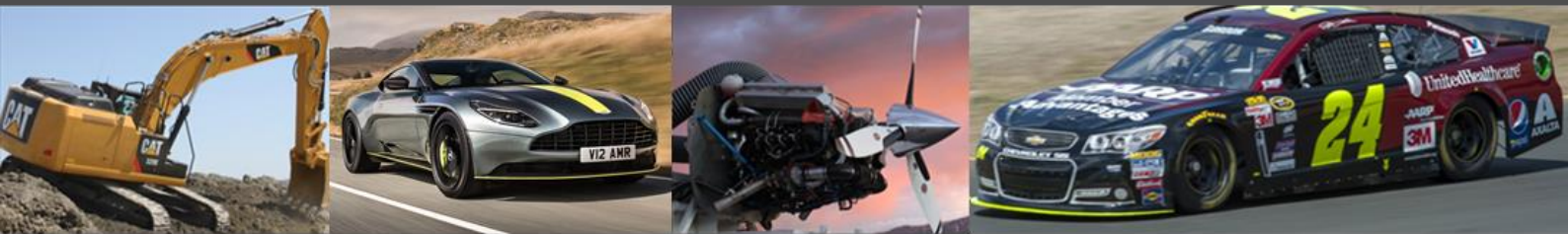




## GENDER PAY GAP REPORT 2023

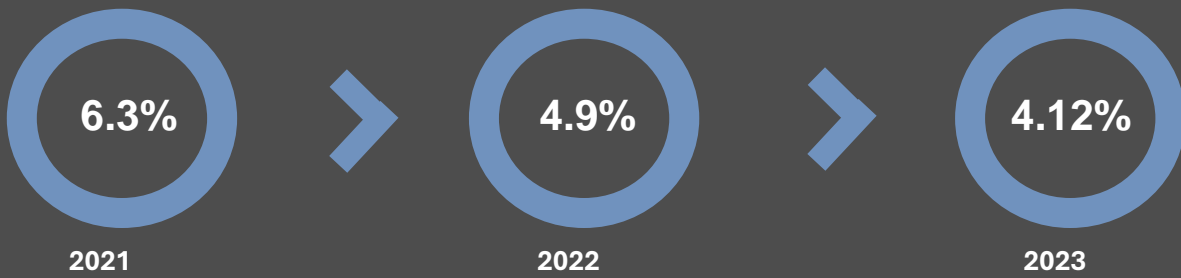


Grainger & Worrall Ltd is committed to creating a working environment where every employee has the skills they need to carry out their job effectively and safely. Our recently launched Values of Caring, Can-Do, Inspiring, Outstanding and Growing foster a culture that supports our employees to achieve their full potential. Our policies and procedures ensure that decisions are made on merit, and we provide training to actively address unconscious bias.

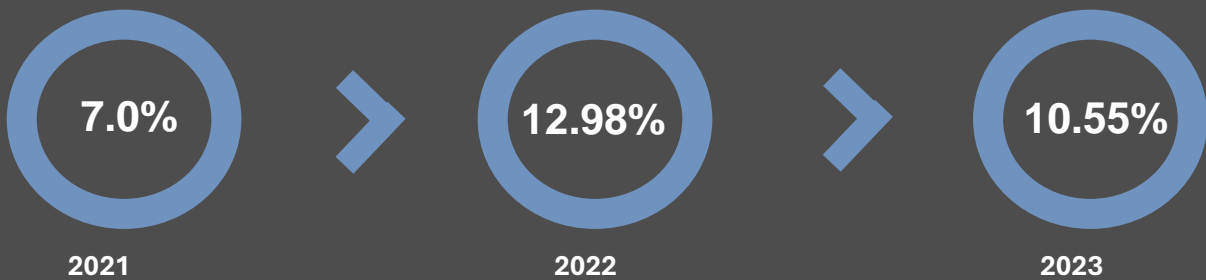
Grainger and Worrall Limited is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing how large our pay gap is between our male and female employees.

In 2023 we were pleased to see that both our median gender pay gap and the mean gender pay gap reduced year on year, with the mean gender pay gap of 10.55% being better than the UK average which according to the Office for National Statistics is 14.3%.

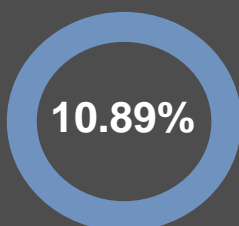
### Grainger and Worrall Limited's Median Gender Pay Gap



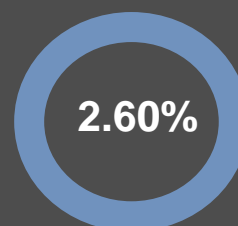
### Grainger and Worrall Limited's Mean Gender Pay Gap



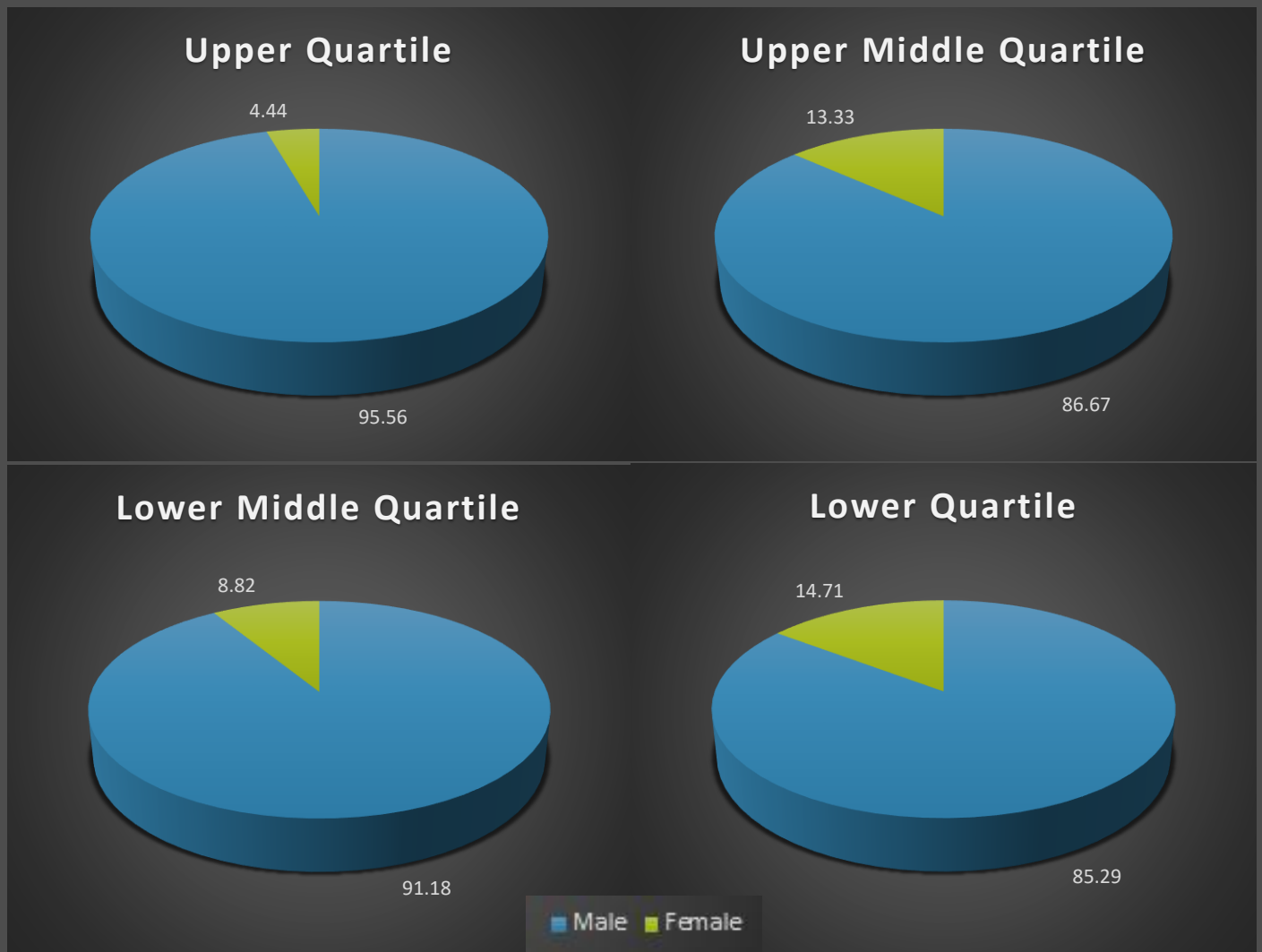
### Bonus Median Pay Gap



### Bonus Mean Pay Gap



### Proportion of Males & Females in Each Pay Quartile



### Proportion of Males & Females Receiving a Bonus Payment



## **Understanding the Gender Pay Gap Compared to Last Year**

- In 2023, the Company is reporting a 0.78% decrease in our median gender pay gap since last year, and a 2.43% increase in our mean gender pay gap.
- On the snapshot date, 4.06% of employees were on 'leave', and were receiving less than full pay due either being in receipt of statutory payments or not in receipt of pay for other absences. There were included for calculation purposes for the average (mean) gender pay gap using hourly pay, the median gender pay gap using hourly pay and the percentage of men and women in each hourly pay quarter.

## **What our Data Shows us**

- There have been some changes to the proportion of males & females in each pay quartile in comparison with last year. The proportion of women in the upper quartile has reduced by 1.56% whilst the proportion of women across the three remaining quartiles has increased, by 6.33%, 0.82% and 3.71% in the upper middle, lower middle and lower quartiles respectively.
- The significant under-representation of women in the engineering and foundry sectors at all levels within the UK continues to affect our gender pay gap statistics in light of these two sectors combined forming the majority of our workforce.
- Occupational segregation - the inequality in the distribution of women and men across different occupational categories which often commences in their educational choices – comprises a significant cause of our gender pay gap.
- There remain relatively few females in senior leadership roles, and this is reflected in the proportion of males and females across all but the lower pay quartile.
- A total of four employees were in receipt of a bonus, 3 of which were male and 1 was female.
- Gender Pay Gap reporting is distinct from equal pay, which relates to what women & men are paid for performing equal work. Grainger and Worrall Limited is confident that its gender pay gap is not related to an equal pay issue.

## **How we are Tackling Our Gender Pay Gap**

### **Recruitment & Selection**

We continue to tackle occupational segregation (the inequality in the distribution of women and men across different occupational categories) at a local level by partnering with local schools and colleges, along with universities that provide engineering degrees relevant to our requirements, to promote career opportunities in the engineering and foundry sectors as a future career for females.

We use structured interviews in most of the recruitment activity undertaken and we use skill-based assessment tasks in recruitment, where possible, wherein tasks are standardised and scored objectively.

A percentage of appointments are ex-employees wishing to return to the Company, so allowing those to return who take career breaks for various reasons including for caring responsibilities.

We are actively reviewing family friendly policies to encourage applications from the female population and to improve retention of our existing female employees.

### Learning and Development

All of our employees have the same access to learning and development opportunities, so ensuring women are given fair & equal opportunity to progress. Through our appraisal process, we develop a career plan for employees irrespective of gender.

### Increased Awareness

In 2023 Grainger & Worrall created additional employee representative groups to ensure that all groups have a voice and to promote female representation.