

ABEL & COLE GENDER PAY GAP REPORTING – NARRATIVE

At Abel & Cole we are committed to creating an inclusive and equitable workplace where everyone can thrive. We strongly believe in job opportunities for everyone, regardless of their gender. We are committed to balancing our gender representation and supporting all colleagues in the workplace. Although the manufacturing industry as a whole employs fewer women than men, we are committed to providing opportunities for females to succeed and we are proud of the number of females in managerial and leadership positions.

Declaration:

This statement is published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm that the information and data provided in this report is accurate and in line with mandatory requirements

As part of this commitment, we publish our gender pay gap data annually in line with UK government regulations.

Our Results:

As of the snapshot date 5th April 2025, our gender pay gap figures are as below:

- **Mean hourly pay gap:** -2.8%
- **Median hourly pay gap:** 7.2%
- **Mean bonus gap:** -117.4%
- **Median bonus gap:** 20.4%
- **Proportion of males and females receiving a bonus:**
 - Male: 92.0%
 - Female: 92.0%
- **Proportion of males and females in each pay quartile:**
 - *Upper quartile:* Male 62.9%, Female 37.1%
 - *Upper middle quartile:* Male 78.8%, Female 21.2%
 - *Lower middle quartile:* Male 68.4%, Female 31.6%
 - *Lower quartile:* Male 49.2%, Female 50.8%

Understanding our gap:

Our gender pay gap is influenced by a number of factors, that I will now outline.

- **Salary Sacrifice Benefits:** At WJFG we offer colleagues the opportunity to take part in several salary sacrifice benefits including the opportunity contribute to a salary sacrifice pension. They can contribute as much of their salary as desired, provided this does not take them below the national minimum wage. We are proud that these salary sacrifice benefits are well accessed and used. However, the pay data is taken after salary sacrifice deductions, this impacts colleagues' hourly rates. For example, colleagues could get paid the same base rate, but as colleague A contributes more to our pension scheme, it appears that they have a lower hourly rate than colleague B.
- **Average Holiday Pay:** We pay our colleagues an average holiday pay, which includes any overtime the colleagues may have worked in that period. This means it is inherently included in our Gender Pay Gap report. However, this has very little influence on the results, and any differences arising from this are minimal.
- **Managing Directors:** Our Managing Directors sit within each of our businesses, due to this they skew the mean calculations towards their respective Gender.
- **Higher Proportion of females in senior roles:** At WJFG we have a higher number of females in the senior roles.

Our Commitment:

We recognise closing the gender pay gap is a long-term journey, however we remain committed to continuously improving to ensure equity within our business.

We will continue to review our data and benchmarking in order to ensure we are able to focus on taking the right actions for the future.