

## Gender Pay Gap Report 2023

### Introduction

Power Electrics is a proud family company, dedicated to innovation, excellence, and customer service. We have grown from a small yard in 1963 to operating out of several locations across the country, and now have a fleet of over 2,500 generators.

Our employees are our greatest asset, and their dedication and enthusiasm have helped us to become successful. Power Electrics are committed to providing a workplace that encourages growth and personal development for all employees. We recognise the value of our employees and the contribution that they make.

### Gender Pay Gap Reporting

Private companies employing more than 250 people on a snapshot date of 5<sup>th</sup> April are required to report the gender pay gap of their workforce under the Equality Act 2010. On 5<sup>th</sup> April 2023, Power Electrics (Bristol) Ltd exceeded this number of employees for the first time.

The gender pay gap should not be confused with equal pay. The gender pay gap is a measure of the difference in average pay of men and women, regardless of the nature of their work. Equal pay is a legal obligation to pay equal pay for equal work regardless of their gender.

On the snapshot date of 5<sup>th</sup> April 2023, the headcount of Power Electrics (Bristol) Ltd was made up mostly of men with 86% of all employees being male. Our workforce reflects the nature of our business, and the industry in which we operate and is a main factor in our gender pay gap.

### What data do we need to report?

The government has set out what data is to be reported, and the basis upon which this data should be calculated.

The data required to be reported is:

- The distribution of men and women across four pay quartiles based on a calculated hourly rate of pay
- The difference in the mean and median hourly rate of pay between men and women
- The proportion of men and women who receive a bonus
- The difference in the mean and median bonus pay between men and women

### Distribution of male and female employees

The data below shows the percentage of male and female employees ordered from highest to lowest pay and split into four equal quartiles:

#### Percentage of men and women in each quarter

	Men (%)	Women (%)
Upper hourly pay quarter	90.3	9.7
Upper middle pay quarter	95.2	4.8
Lower middle pay quarter	85.5	14.5
Lower pay quarter	72.6	27.4

The data above clearly identifies that there is a higher concentration of women in the lower pay quartiles than in the upper pay quartiles. An analysis of the job roles held by the female employees of Power Electrics show that they are mainly admin in nature, and these tend to be lower paid than roles that are technical in nature.

### Mean and median hourly pay

The mean gender pay gap is the average overall difference between the remuneration of men and women at Power Electrics. The information is shown as the pay gap difference between men and women as a percentage of men's pay.

The median pay gap is the difference between the mid points in the range of hourly earnings for men and women at Power Electrics, shown as a percentage of men's pay.

#### Mean and median gender pay gap for hourly pay

	Mean	Median
Gender pay gap for hourly pay	16.5%	16.9%

The average hourly pay of females is 16.5% less than the average hourly pay of males.

The median hourly pay of females is 16.9% less than the median hourly pay of males.

A pay gap exists at Power Electrics because of an imbalance in the proportion of men and women across all levels of the organisation, especially in the higher paid roles. As a result of this, the average and median pay for men is higher than the women resulting in a pay gap.

### Proportion of men and women receiving a bonus

Bonus pay gap calculations are based on the bonus payments made in the 12 months to 5<sup>th</sup> April 2023.

#### Percentage of men and women receiving bonus pay

<b>% Men receiving bonus pay</b>	74.0%
<b>% Women receiving bonus pay</b>	82.9%

### Mean and Median bonus pay gap

Power Electrics pays a bonus on an annual basis which is based on the company's performance in the previous financial year.

The mean bonus pay gap is the average difference between the amount paid between men and women shown as a percentage of men's pay.

The median pay gap is the difference between the mid points in the range of bonuses paid to men and women shown as a percentage of men's pay.

#### Mean and median bonus pay gap for bonus pay

	<b>Mean</b>	<b>Median</b>
<b>Gender pay gap for bonus pay</b>	62.8%	29.2%

The average bonus pay of females is 62.8% less than the average bonus paid to males.

The median bonus pay of females is 29.2% less than the average bonus paid to males.

A bonus pay gap exists at Power Electrics as the figures are heavily influenced by the bonuses paid to the senior management team and sales team who are predominantly male. The values used are also not adjusted to full time equivalents for those who work part time, the majority of whom are female.

Power Electrics is committed to investing in their workforce. The company's overall vision and strategy reflects a belief in the need to develop all permanent and temporary employees, whether employed on a full time or part time basis, regardless of gender.

