

# UK Plumbing Supplies Ltd Gender Pay Gap Reporting 2024

UK employers are required to report six key figures relating to their gender pay gap:

1. The mean hourly pay gap between men and women
2. The median hourly pay gap between men and women
3. The mean bonus pay gap between men and women
4. The median bonus pay gap between men and women
5. The proportion of men and women receiving bonus pay
6. The distribution of men and women within pay band quartiles

## Gender Pay v Equal Pay

The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. This is not the same as equal pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The factors influencing the gender pay gap include the distribution of men and women between grades, experience, tenure and geographic location.

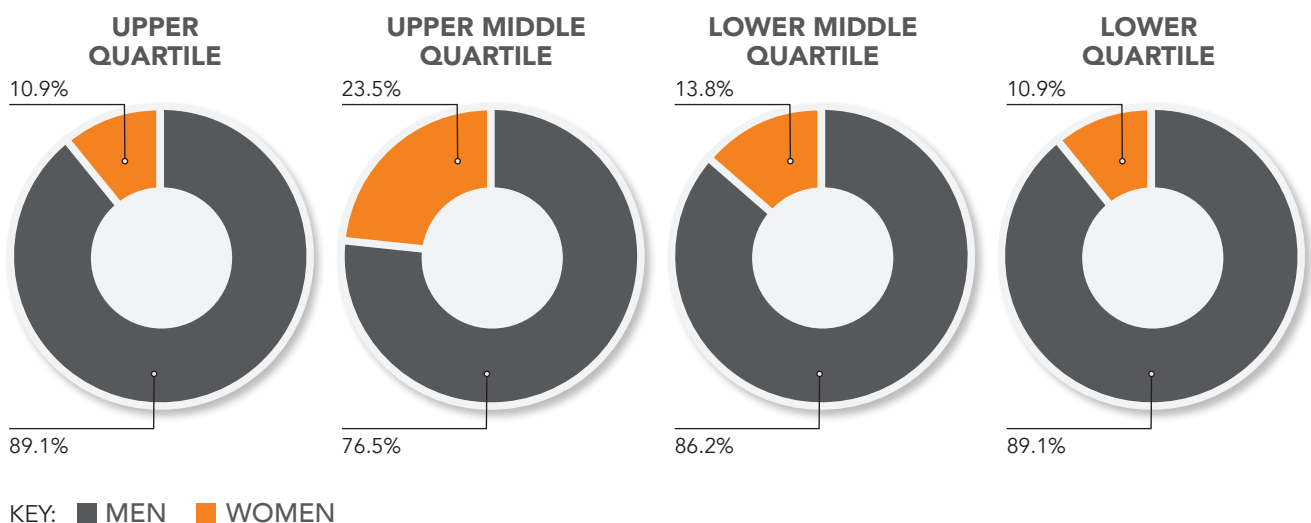
## Gender Pay Gap at UK Plumbing Supplies Ltd

- MEAN PAY GAP 7.3%
- MEDIAN PAY GAP -3.3%

## Pay Quartiles by Gender (proportion of men and women in each pay quartile)

Below shows our workforce divided into four equal-sized groups based on hourly pay rate.

The Upper Quartile covers the highest-paid 25% of employees and the Lower Quartile covers the lowest-paid 25%.

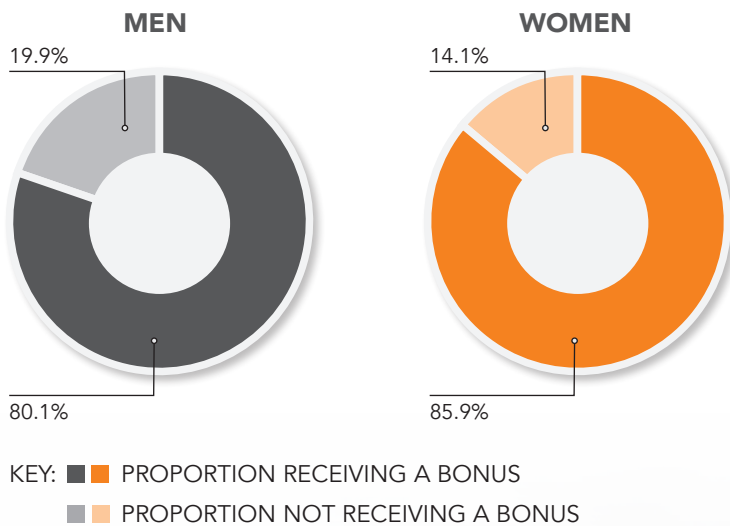


## Gender Bonus Pay Gap at UK Plumbing Supplies Ltd

- MEAN BONUS PAY GAP 38.1%
- MEDIAN BONUS PAY GAP 40.0%

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### Proportion of Men and Women Receiving a Bonus



### What impacts the pay and bonus gaps at UK Plumbing Supplies Ltd?

The main cause of our mean pay gap in favour of men is the demographic profile of our workforce, which has a numerical under-representation of women across the business, including in the most senior roles. This is reflective of the plumbing and heating sectors in general, which typically employ more men than women.

Our bonus pay gap is impacted by the relative seniority of men compared to women within UK Plumbing Supplies Ltd. While proportionally more women than men receive a bonus, the seniority of employees affects the amount of bonus awarded. We are confident that both the bonus eligibility criteria and the basis on which they are awarded are fair and non-discriminatory.

UK Plumbing Supplies Ltd is committed to providing equal opportunities at work regardless of gender.

### Statement

As required by law and to the best of our knowledge and belief we confirm that the information provided is accurate and follows statutory guidelines.

**Angus Falconer**  
Managing Director