

GENDER PAY GAP REPORT

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Premier Forest Products Ltd is required to publish an annual gender pay gap report. This report presents our gender pay gap data as of the snapshot date, 05 April 2024, and includes bonus data covering the 12-month period from 06 April 2023 to 05 April 2024.

We are committed to equality, diversity, and fairness in our workplace. Publishing our gender pay gap data supports transparency and helps us understand how we can improve pay equality across our business.

Understanding the Gender Pay Gap

The gender pay gap is the difference in average earnings between men and women across an organisation. It is not the same as equal pay, which refers to paying men and women the same for carrying out work of equal value.

Gender Pay Gap Figures

The following figures are based on employees who were employed on the snapshot date (05 April 2024) and are calculated in accordance with UK Government guidelines.

- Mean Gender Pay Gap: 2.83%
- Median Gender Pay Gap: -7.81%

These figures show that, on average, men earn slightly more than women (mean), but the median pay gap favours women. This suggests that while the overall average pay is higher for men, a greater proportion of women are represented in the middle of the pay distribution, indicating a more balanced spread across roles.

Bonus Pay Gap

- Mean Bonus Gap: 4.60%
- Median Bonus Gap: -32.29%
- Proportion of Men Receiving a Bonus: 33.80%
- Proportion of Women Receiving a Bonus: 34.38%

While a slightly higher percentage of women received a bonus than men, the average (mean) bonus amount was higher for men. However, the median bonus amount was higher for women, indicating that while some higher-value bonuses went to men, more women received consistent mid-range bonuses.

Pay Quartiles

The following table shows the gender distribution across four equal pay quartiles based on hourly pay:

Quartile	% Male	% Female
Lower	96.20%	3.80%
Lower Middle	88.6%	11.40%
Upper Middle	84.82%	15.18%
Upper	89.88%	10.12%

The data reflects a continued male dominance in the workforce, particularly in the lowest and highest pay bands. However, we are encouraged by the increase in female representation across all quartiles compared to the previous year, particularly in the middle bands, which provides a positive platform for further improvement.

Year-on-Year Perspective

In comparison to the previous year's report, we have observed some shifts:

- The mean gender pay gap moved from -26.9% (in favour of women) to 2.83% (in favour of men).
- The median pay gap continues to favour women but has narrowed from -10.9% to -7.81%.
- The mean bonus gap has shifted from -262.64% to 4.60%, indicating a change in bonus distribution patterns.

These changes reflect fluctuations in workforce composition, role levels, and bonus status. While year-to-year changes are natural, they reinforce the importance of ongoing review and action.

Note on Previous Year's Data

We would like to acknowledge that in last year's report, the bonus data was reviewed for the correct period; however, there was a misalignment in the employee reference period, which may have resulted in some discrepancies in the reported figures. This may have had a minor impact on year-on-year comparisons. For this year's report, the reference periods have been aligned, and all figures have been compiled in accordance with the gender pay gap reporting regulations.


Action Plan and Commitment

We recognise the importance of continuing to work toward a more balanced and equitable workplace. To support this, we will:

- Review recruitment and progression policies to better support gender diversity, particularly in senior and higher-paid roles.
- Promote inclusive workplace practices across all levels of the organisation.
- Continue to monitor bonus and pay review processes to ensure fairness and consistency.

Declaration

I confirm that the information in this report is accurate and has been calculated in accordance with the Gender Pay Gap Regulations.

Signed:	
Name:	V WILLIAMS
Job Title:	DIRECTOR
Date:	4/4/25

For any questions regarding this report, please contact the HR Department at 01633 233 900.