

Gender Pay Gap Report 2026

Introduction

This report sets out the Gender Pay Gap for Premier Forest Products Ltd in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are based on pay data from the snapshot date of 05 April 2025.

As a business operating within the timber and manufacturing sector, we recognise that our workforce is predominantly male. This reflects wider industry trends, where operational and production roles have historically attracted a higher proportion of male employees.

Workforce Composition

- Male: 89.54%
- Female: 10.46%

The gender balance of our workforce is a key factor influencing our Gender Pay Gap and reflects the nature of roles within the manufacturing and timber industry.

Gender Pay Gap (Hourly Pay)

- Mean Gender Pay Gap: 2.82% (in favour of males) – This shows that, on average, male employees are paid slightly more per hour than female employees.
- Median Gender Pay Gap: -9.09% (in favour of females) – This shows that, at the midpoint of pay, female employees earn more than male employees.

These figures show that overall, there is a minimal difference in average hourly pay between male and female employees. The median figure indicates that women are not concentrated in the lowest-paid roles within the organisation.

Pay Quartiles

The table below shows the gender distribution across four equal pay quartiles:

Pay Quartile	% Male	% Female
Lower Quartile (Q1)	97.73%	2.27%
Lower Middle Quartile (Q2)	87.79%	12.21%
Upper Middle Quartile (Q3)	83.33%	16.67%
Upper Quartile (Q4)	89.31%	10.69%

This shows how male and female employees are distributed across the pay range, from lowest to highest paid roles.

This distribution reflects the overall gender balance of the organisation, rather than differences in pay for equivalent roles.

Bonus Pay Gap

- Mean Bonus Pay Gap: -119% (in favour of females)
- Median Bonus Pay Gap: -354% (in favour of females)

This shows that, on average and at the midpoint, female employees who received a bonus were paid more than male employees. This is based on a relatively small proportion of employees receiving bonuses, where the women who did receive them received higher amounts than the men who did.

Bonus Participation

- Male employees receiving a bonus: 2%
- Female employees receiving a bonus: 3%

This shows the proportion of male and female employees who received a bonus during the reporting period.

Year-on-Year Comparison

Compared with last year, the company's hourly gender pay gap remains broadly unchanged. Female representation across the pay quartiles has shifted only slightly. The main year-on-year change is in bonus reporting, where bonus participation is lower and the reported bonus gap is more heavily in favour of women than in the previous reporting year. As these figures are based on a relatively small proportion of employees receiving bonuses, they should be interpreted with caution.

Equal Pay Statement

Premier Forest Products Ltd is confident that men and women are paid equally for performing equivalent roles. Pay is determined based on role, experience, skills and responsibility, and not by gender.

Our Commitment

While our Gender Pay Gap is influenced by industry-wide factors, we remain committed to:

- Promoting equality, diversity and inclusion across all areas of the business.
- Encouraging a broader and more diverse talent pipeline into the manufacturing and timber sector.
- Supporting development and progression opportunities for all employees.
- Reviewing recruitment and attraction practices to ensure they are inclusive.

We will continue to monitor our Gender Pay Gap and take appropriate steps to support a more balanced workforce over time.

Declaration

I confirm that the information and data reported are accurate as of the snapshot date and have been calculated in accordance with the relevant legislation, to the best of my knowledge.

Name: Natalie Regan

Signature: *NRegan*

Job Role: Group HR Manager

Date: 01 April 2026