



Express Engineering

Gender Pay Gap Report 2025

Report Status

This report reviews the status of the gender pay gap and bonus pay gap within our organisation, highlighting key findings and identifying actionable steps towards a reduction in our pay gap.

Calculating our Gender Pay Gap

We determine our gender pay gap by calculating the difference between the average earnings of men and women in Express Engineering.

In our report we provide data on both the 'mean' difference and the 'median' difference.

A mean pay difference is calculated by taking the average hourly earnings of everyone in an organisation, including their pay and bonus, and comparing the difference between male and female employees.

A median pay difference is calculated by taking the figure in the middle of the range of pay, arranged from the smallest to the largest.

It is important to recognise a pay gap is not the same as equal pay, which requires that men and women in the same job in an organisation are paid the same. Our approach to pay and reward is designed to be irrespective of gender and ensure a no bias approach to remuneration.

Key Findings

Overall Gender Distribution:

Women comprise 12.4% of our workforce, while men make up 87.6%.

Mean Gender Pay Gap:

Our mean gender pay gap stands at 27.5%. This indicates that, on average, men are paid 27.5% more than women across the company.

Median Gender Pay Gap:

The median gender pay gap is 31.1%, showing that the middle-earning man earns 31.1% more than the middle-earning woman.

Key Findings

Quartile Pay Bands

Lower Quartile: Women make up 28.4% of employees in the lower quartile.

Lower Middle Quartile: Women represent 4.4% of employees in the lower middle quartile.

Upper Middle Quartile: Women also constitute 4.5% of employees in the upper middle quartile.

Upper Quartile: Women make up 3.0% of employees in the upper quartile, indicating an underrepresentation of women in the highest-paying roles.

Key Findings

Proportion of Employees Receiving a Bonus:

Women receiving a bonus: 100%

Men receiving a bonus: 100%

Mean Bonus Pay Gap:

Our mean bonus pay gap stands at -15.2%. This indicates that, on average, women received 15.2% higher bonus than men across the company.

Median Bonus Pay Gap:

The median bonus pay gap is 0%.

Our Challenges

Women in STEM Careers

At Express Engineering we are committed to fostering an inclusive and equitable workplace. However, according to The Office for National Statistics, there are more male than female employees working within the UK's manufacturing sector and unfortunately STEM (Science, Technology, Engineering, and Mathematics) skills that are critical to our business have not historically been studied by as many women as men.

A report published by EngineeringUK identifies only 16.9% of the engineering and technology workforce are women, with females representing only 12% of engineering and technology T level students and 20% of engineering and technology apprenticeship placements.

Although STEM subjects remain popular among students, engineering is largely absent from the school curriculum, and participation in design & technology has declined.

These figures indicate there is a need to for a continued focus to promote STEM education and career opportunities to women.

Our Challenges

Women in STEM Careers

Some of the challenges we must consider include:

- **Gender Stereotypes and Bias:** Persistent gender stereotypes and biases can discourage women from pursuing careers in STEM.
- **Lack of Role Models:** The scarcity of female role models in senior and technical positions can make it difficult for women to envision themselves in these roles.
- **Work-Life Balance:** Concerns about work-life balance and the nature of STEM careers could deter women from entering or remaining in these fields.
- **Work Experience:** Differences in work experience and opportunities for progression can impact the pay levels between male and female employees.

Action Plan

The action plan is designed to challenge the underlying reasons of gender pay disparities. It aims to create a more equitable work environment by setting measurable goals and implementing targeted initiatives. Express Engineering are committed to:

- 1. Inclusive Recruitment:** Our recruitment strategies will be reviewed and modified where required to attract and retain more women in senior and technical positions.
- 2. Regular Pay Audits:** We will conduct regular pay audits to identify and address any pay disparities.
- 3. Early Careers Opportunities:** Through our schools and early careers programmes, we will proactively work to increase diversity and bring in talent from a wider segment of society.
- 4. Support Career Development:** We will provide mentorship, training and development opportunities to support women's career advancement.
- 5. Work-Life Balance Initiatives:** We will continue to support work-life balance initiatives, making STEM careers more attractive to women.

Conclusion

Addressing the challenges of recruiting women in STEM and the gender pay gap is a priority for Express Engineering.

We are committed to implementing the identified measures and continuously monitoring our progress.

Our commitment to reducing our gender pay gap is not about compliance but about fostering a culture of fairness, respect, and opportunity for all.

Declaration

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010.

A handwritten signature in black ink, appearing to read 'Gary Taylor', with a small dot at the end.

Gary Taylor
Finance Director