



Precision Proco Gender Pay Gap Report 2024

A NOTE FROM HR AND COMPANY CEO

This is our second year reporting on Gender pay gap in the UK. We are reporting under the single entity: Precision Printing Co Ltd t/a Precision Proco.

The results in this years report provide the opportunity to reflect on the figures in comparison to last years calculations. Whilst our main gap figures have remained static, the past year has allowed us time to trial new working methods and measure what has or has not had a successful response rate - we are confident that learning from these trials will lead to a positive decline in our gender pay gap over time.

As of last year, our employees remain the driving force that push us further and a diverse, inclusive workforce is a key part of our success.

Declaration:

I confirm that the data published here has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

J. Bailey

Group CEO
Jon Bailey



HR Manager
Kerry Watkins

THE REPORT



CALCULATIONS COVER THE FOLLOWING PAYROLL PERIODS:



REQUIRED CALCULATIONS:

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- **Quartile Pay Bands** – The proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.
- **Mean Gender Pay Gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Bonus Proportions** – The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Mean Bonus Gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median Bonus Gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

1. QUARTILE PAY BANDS

2. MEAN GENDER PAY GAP

3. MEDIAN GENDER PAY GAP

4. BONUS PROPORTIONS

5. MEAN BONUS GAP

6. MEDIAN BONUS GAP

*All employees LESS anyone not paid their usual full basic pay because they were on leave for anytime or did not work full time hours (Unpaid leave/sick/SSP/SMP/SPP)

FACTORS

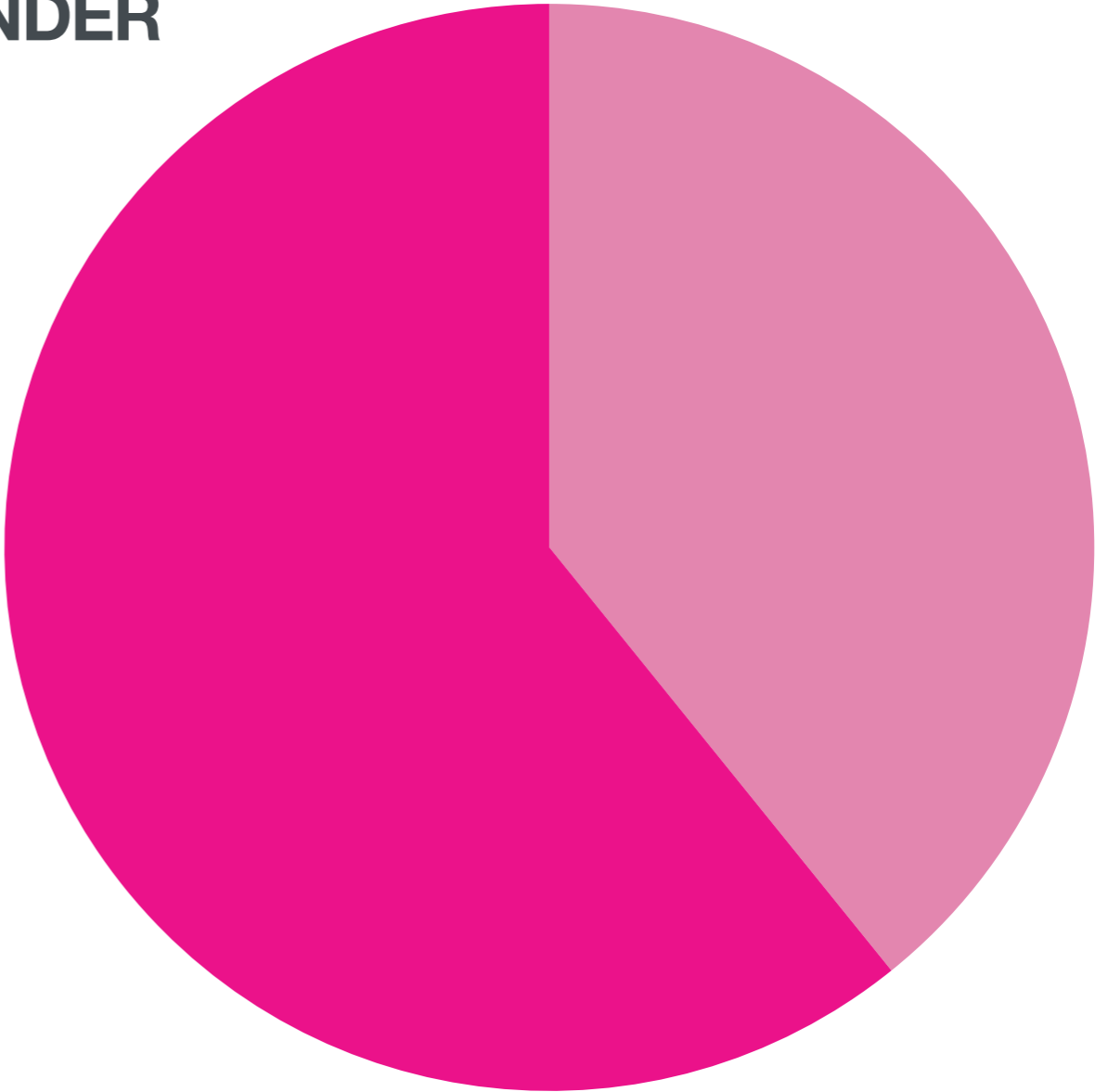
affecting our 2024 gender pay gaps

Our 2024 report shows a first full years data and therefore a more detailed insight compared to our first reporting year.

At snapshot date we were 457 employees.
38% Female and 62% Male

This is a slight adjustment from our previous years reporting when the ratio was 39% Female and 61% Male.

GENDER



OUR WORKFORCE

Precision Proco's data was collected on the snapshot date of 5th April 2024. At this point there were 457 total employees and 334 full pay relevant employees.

01. PERCENTAGE

PAY QUARTILES:

quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.

		2023	2024
83	% of women in upper quarter	24%	19%
	% of men in upper quarter	76%	81%
84	% of women in upper middle quarter	23%	29%
	% of men in upper middle quarter	77%	71%
83	% of women in lower middle quarter	54%	42%
	% of men in lower middle quarter	46%	58%
84	% of women in lower quarter	51%	49%
	% of men in lower quarter	49%	51%

Each pay quarter represents a quarter of our workforce ranked by pay.

As detailed above, we have 81% and 71% of men in the top two quartiles. This difference has decreased since the last reporting year within the upper middle quarter demonstrating that more women have moved into middle management roles - this is a positive outcome for us showing that our development plans are starting to take effect. The gap has however increased in the upper quarter by 5% and this is where we need to concentrate our efforts in securing placement for more women. As of last year, it is the upper two quartiles that contribute most significantly to our pay gap.

02. MEAN GENDER PAY GAP

MEAN GENDER PAY GAP:

the difference between the mean hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.



16% mean (average) gender pay gap in hourly pay as a percentage of men's pay. This year, using the MEAN calculation, women at Precision Proco are paid 16% less than men. This mean gap means that for every £1 a man received, a woman received 84p. This remains static from last years calculation.

£16.35 was the average hourly rate paid to a man.
£13.80 was the average hourly rate paid to a woman.

03. MEDIAN GENDER PAY GAP

MEDIAN GENDER PAY GAP:

the difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.



13% median gender pay gap in hourly pay as a percentage of mens pay. This means that using the MEDIAN calculation, women at Precision Proco are paid 13% less than men. This has also remained static since our 2023 report.

£14.11 was the median hourly rate for a man.
£12.32 was the median hourly rate for a woman.

04. PERCENTAGE OF BONUS PAY

BONUS PROPORTIONS:

the proportions of male and female relevant employees who were paid bonus pay during the relevant period.



The bonus gap is the difference between the bonus pay awarded to male employees and that paid to female employees.

33% of men received bonus pay
44% of women received bonus pay

*In our 2023 report; as the TUPE transfer of Proco Print employees did not take place until April 2023, bonus pay made to Proco Print employees before 14th April 2023 was paid from a different legal entity and was therefore not included in these calculations. This report for 2024 gives us a more detailed overview of bonus pay.

05. MEAN OF BONUS PAY

MEAN BONUS GAP:

the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.



36.84% is the mean (average) gender pay gap in bonus pay as a % of men's bonus pay. Now that we have a full years data this is significantly higher than last years figure.

£2715.39 was the average bonus amount paid to men
£1714.99 was the average bonus amount paid to women

06. MEDIAN OF BONUS PAY

MEDIAN BONUS GAP:

the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.



0% is the median gender pay gap in bonus pay as a % of men's bonus pay.

£1482 was the median amount paid as a bonus to men
£1482 was the median amount paid as a bonus to women

81% and 71% of men make up the top two quartile pay bands.

£16.35 is the average hourly rate paid to a man, vs. £13.80 paid to a woman.

£14.11 is the median hourly rate paid to a man, vs. £12.32 paid to a woman.

33% of men vs. 44% of women received bonus pay.

£2715.39 was the average bonus amount paid to men, vs. £1714.99 paid to women.

£1482 was the median amount paid as a bonus to both men and women.

CHANGES

Addressing our gender pay differences



ADDRESSING OUR GENDER PAY DIFFERENCES

As we outlined in last years report; closing a gender pay gap will take time - we can see from our reporting figures that the biggest contributing factor of our gap is still the gender balance in senior roles. It continues to be a key business requirement for us to explore meaningful plans to develop, attract, encourage and retain women in senior positions. Our aim remains to achieve greater equality, inclusion and diversity through our group.

In 2024, we implemented several new people-based schemes in a bid to increase our reach to all employees group-wide:

- We introduced a new communications platform to create various employee engagement opportunities. An example of this being regular mini employee surveys and designated specialised topic spaces where employees can communicate with each other across all sites in the UK on shared interests.
- We provided in depth external training on Equality, Diversity and Inclusion to our Line Managers and Senior teams and released updated versions of our related policies to all members of staff.
- We introduced a new performance and talent management program that will help us to assess performance and potential across each area of the business fairly. By clearly identifying and carefully filling skill set gaps and by providing employees with valuable knowledge growth and succession plan opportunities we hope to build a multi-skilled work force aiming to achieve maximum potential with equal opportunities for all.
- We trialed a new additional break away day scheme where employees were able to request part paid leave in addition to normal holiday entitlement to support those with childcare or home life commitments.

By introducing these initiatives and reviewing the results we hope to achieve a greater pay parity throughout our organisation by our next reporting year.

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