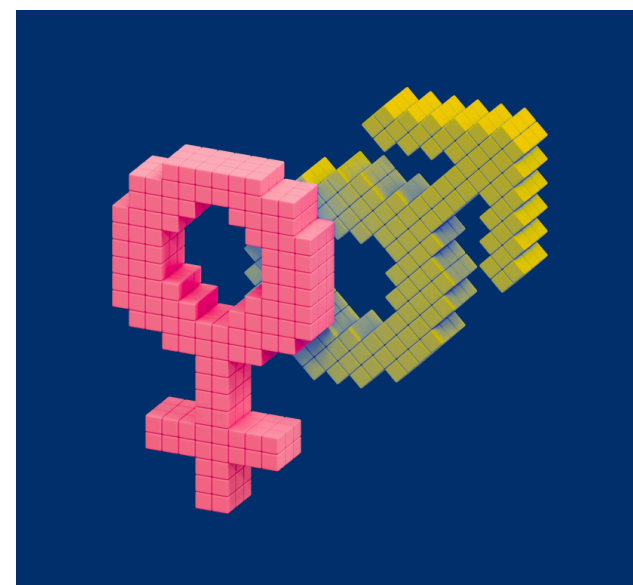
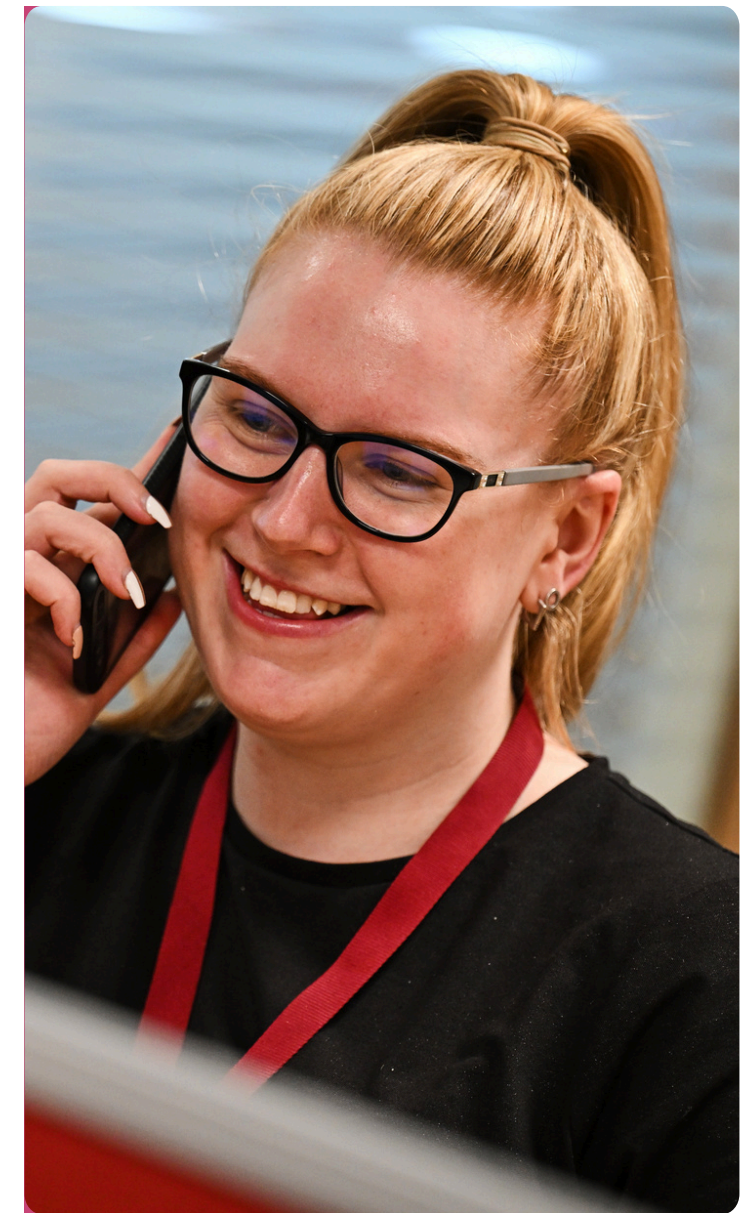
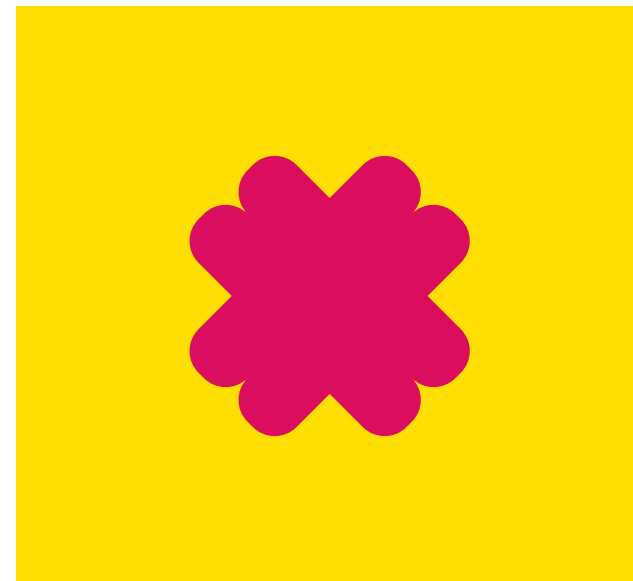
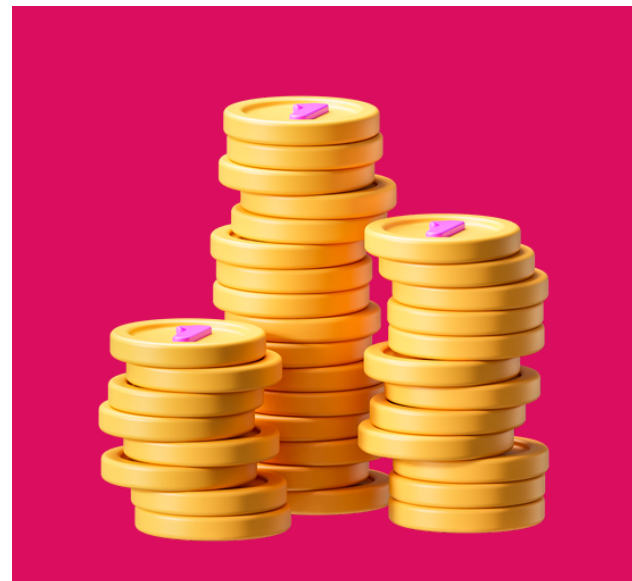


# GENDER PAY GAP REPORT 2025



# KEY FINDINGS: GENDER PAY GAPS



The gender pay gap represents the difference in average earnings between men and women across an organisation. At our company, this gap is influenced significantly by our workforce demographics, which remain consistent with previous years: approximately 80% of our employees are male. This distribution reflects broader trends in the engineering sector and the materials handling industry, both of which are traditionally male-dominated.

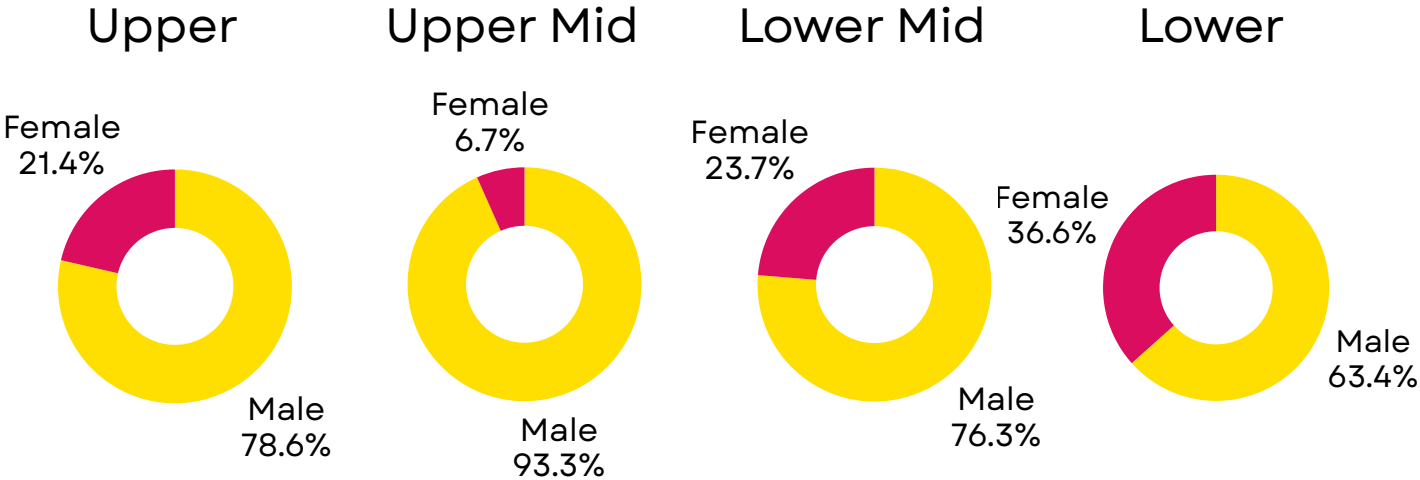
When interpreting our gender pay gap results, it's important to consider this demographic context. A higher proportion of men in senior, higher-paid roles naturally skews the overall average, even when pay structures are equitable within comparable roles.

The Briggs Group overall average pay gap has **decreased to 9.6%** in 2025, compared to 10.9% in 2024. This continues to be lower than the national average which is reported as 11.2% among all employees (PWC 2025).

The composition of our business, with more males in technical and senior roles, means our average male salary (median and mean) is higher than our average female salary. We have a significantly higher proportion of females in more administrative and customer service-based roles. However, the gap has more than halved since we first started reporting in 2017.



## PROPORTION OF M&F EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



## WOMEN MAKE UP 22% OF OUR WORKFORCE



## CHANGE IS HAPPENING IN GENDER DISTRIBUTION AND QUARTILE BANDS

The workforce demographics remains steady with a high concentrate of the employee population being engineering and technical roles. These roles are held predominantly by males, who receive higher rates of pay to recognise the skills and experience required to complete the role.

Encouragingly, all four quartile bands have increased with female representation, this conveys the added contribution women are making in all areas of the business.

Since reporting requirements began, it is important to note that Briggs Group has grown significantly as a result of acquisitions of smaller, regional businesses that are comprised of more males.

# OBJECTIVES

## 1

### EQUALITY, DIVERSITY & INCLUSIVITY

Further develop our candidate attraction strategies that promote equality, diversity and inclusivity. To ensure that the widest possible pool of candidates is encouraged to apply for available roles, with a focus on those in under-represented groups.

#### ACTIVITIES

- Continue to review and implement candidate attraction strategies to encourage applications from those in under-represented groups, and ensuring all job adverts have gender neutral language.
- We will continue to review how we can support hybrid working. This will include alternative working hours and remote workers, which has been highlighted through the work completed during the pandemic.
- Continued wellbeing promotions, supporting with menopause awareness, including our cash benefit healthcare scheme, financial and wellbeing support.
- Regular pension awareness and education sessions to raise awareness of long term financial planning to maximise the value of this benefit.
- The Briggs Group wide supports period poverty and provides feminine health hygiene products.

## 2

### PROACTIVE LEARNING AND DEVELOPMENT INITIATIVES

Deliver appropriate learning and development initiatives to deliver increased opportunities for all. Ensure that a pipeline of suitably experienced candidates is available for consideration for promotion into more senior roles, with a focus on those in under-represented groups, and ensuring all job adverts have gender neutral language.

#### ACTIVITIES

- Further develop access to mentoring, training and development opportunities to encourage and promote progression into more senior roles.
- Development of career development pathways, including for lower-paid groups to encourage individual career development.
- Increased focus on succession planning and talent management to ensure we are maximising all opportunities for our teams to develop.
- A syllabus of soft skills sessions through a 'Speed Training' initiative with a premise of providing insight to leadership, communication and business understanding in bite sized offering that all colleagues can attend regardless of position or location.

## 3

### EFFECTIVE HR SYSTEMS TO MONITOR EQUALITY

Systems and processes are implemented to ensure all staff are remunerated equally.

#### ACTIVITIES

- We will implement a Digital Transformation programme which will create opportunities to effectively review our employee data. This will ensure fairness and consistency across all Group entities.
- A Remuneration Committee is in place to ensure consistency is applied in the creation of all new roles, and to approve pay increases outside of the annual Pay Review process.

**“BRIGGS GROUP IS COMMITTED TO GENDER PAY EQUALITY, BECAUSE EQUALITY ISN'T JUST A PRINCIPLE, IT'S THE FOUNDATION OF OUR SUCCESS.”**

**- ALISON FIELD HR DIRECTOR**

# KEY FINDINGS: BONUS PAY GAPS



**APRIL 2025**

Employees are eligible to receive a profit share bonus. However, our 2024 financial performance did not trigger a payout of our employee profit share in 2025. As a result, this data only reflects payment made to eligible employees under our management bonus scheme. who are eligible to receive management bonus, this is subject to the objective evaluation of the role, together with clearly communicated principles and targets to ensure fairness and transparency in application which was also paid a reduced rate.

**DIFFERENCE  
IN MEAN  
BONUS PAY**

**24.9%**

**DIFFERENCE  
IN MEDIAN  
BONUS PAY**

**23.4%**

## PROPORTION OF M&F EMPLOYEES RECEIVING BONUS PAY

**MALE**

**24.3%**

**FEMALE**

**34.4%**

# WHAT ARE THE FACTORS AFFECTING SOME OF THE PAY DIFFERENCE?



Engineer roles are male dominated and tend to receive more enhancements to variable pay by way of standby, callout, shift premiums and lead generation bonus payments, which increases the average hourly rate.

Fewer women hold senior roles within our business and females are more densely populated in lower paid administrative and customer service roles.



We operate many family friendly policies such as Shared Parental Leave, Emergency Care (for children and adult dependant care) and Flexible Working. More women continue to take advantage of these policies than men.





***"Resilience is not just surviving inequality, it's rising above it to build a future where fairness is the foundation and opportunity knows no gender."***

**BRIGGS**  
GROUP

**GENDER PAY GAP REPORT 2025**