JOHN PYE & SONS LIMITED

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th, 2025.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records, if they choose to, by contacting our HR department.

FINDINGS 2025

Average gender pay gap as a mean average (excl. directors)		-1%
Average gender pay gap as a mean average		3%
Average gender pay gap as a median average		-1%
Average bonus gender pay gap as a mean average (excl. directors)		21%
Average bonus gender pay gap as a mean average		39%
Average bonus gender pay gap as a median average		20%
Proportion of staff receiving a bonus	Male: 79%	Female: 84%

Proportion of men and women in the four banded pay groups - % and no. of employees

	Male	Female
Lower quartile	85% (105)	15% (18)
Lower middle quartile	72% (88)	28% (34)
Upper middle quartile	71% (87)	29% (36)
Upper quartile	69% (85)	31% (38)

Summary statement for 2025

John Pye & Sons Limited is an equal opportunities employer offering a salary structure irrespective of gender.

All staff are encouraged to grow and progress in the company. Their earning ability depends on their individual skill set, their own success and career progress.

Pay gap differences shown above are because of differing roles.

We have included two additional calculations whereby the current working board of directors have been excluded from the calculations to provide a more accurate reflection of our gender pay gap across the organisation which we feel presents a more balanced and equal representation.

I confirm that the calculations are an accurate representation of our position on 5 April 2025.

Adam Pye

Managing Director

John Pye & Sons Limited