



GENDER PAY GAP REPORT FOR 2024/25

Gender Pay Gap Report for 2024/25

This report sets out the gender pay gap statistics for Press Glass Limited in relation to the reporting year of 2024/2025.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Press Glass Ltd is legally required to publish, on an annual basis, specified information relating to our gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Organisational context

Press Glass Limited manufactures insulated glass units in an industrial factory environment, in roles which are physical and involve manual handling. Traditionally, our industry is more male dominant, so we have relatively few female job applicants or job holders in the production area.

Press Glass Limited also engages office workers and here the genders are more balanced.

Our commitment to equality and diversity

Press Glass has a positive equality and diversity policy and outlook.

Our approach to pay and reward

In recent years we have positioned our minimum pay to be above the National Minimum Wage to ensure we are market competitive, and it meant in 2024 we were 5% above the minimum and aim to be the same in the year 2025/26. We engage in training and development and also further education initiatives. We ensure there is no bias in our compensation and benefits practices and strive to ensure an approach to pay based on skills and experience and not gender.

Gender Pay Gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 5% (rounded to one decimal place).

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 2% (rounded to one decimal place)

We consider the main reasons or contributory causes for the above gender pay gaps are the significant difference in the male to female worker population.

Gender bonus gap

Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is -3.8% (rounded to one decimal place).

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 0% (rounded to one decimal place).

We consider the main reasons or contributory causes for the above gender bonus gaps are that only a small number of employees receive a bonus.

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 21%

Female employees: 4%

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

Lower		Lower Middle		Upper Middle		Upper	
Number	%	Number	%	Number	%	Number	%
Male	92	Male	83	Male	94	Male	94
Female	8	Female	17	Female	6	Female	6

Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

The action plan will form part of the Company's commitment to equality and diversity and will be implemented in line with internal policies that are relevant to this commitment.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name: John Stoodley Job title: HR Manager

Date of statement: 12/03/2025