

# UK Plumbing Supplies Ltd

## Gender Pay Gap Reporting 2025

At UK Plumbing Supplies Ltd, we are committed to fairness, transparency, and equal opportunity in the workplace. As part of this commitment, we publish our annual gender pay gap report in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### What Is Gender Pay Gap Reporting?

Gender pay gap reporting requires UK employers to publish six key measures:

- The mean hourly pay gap between men and women
- The median hourly pay gap between men and women
- The mean bonus pay gap between men and women
- The median bonus pay gap between men and women
- The proportion of men and women receiving bonus pay
- The distribution of men and women across pay quartiles

These figures allow organisations to better understand the overall pay balance between men and women across their workforce.

### Gender Pay and Equal Pay

The gender pay gap reflects the difference in average pay between all men and women across an organisation, regardless of role. This is different from equal pay, which relates to men and women being paid the same for the same work, similar work, or work of equal value.

At UK Plumbing Supplies Ltd, we are confident that men and women are paid equally for comparable roles. Any gender pay gap is influenced by factors such as the distribution of men and women across different roles and seniority levels, length of service, experience, and geographic location.

### Our Gender Pay Gap Results

- **MEAN GENDER PAY GAP**     5.8%
- **MEDIAN GENDER PAY GAP**   -3.4%

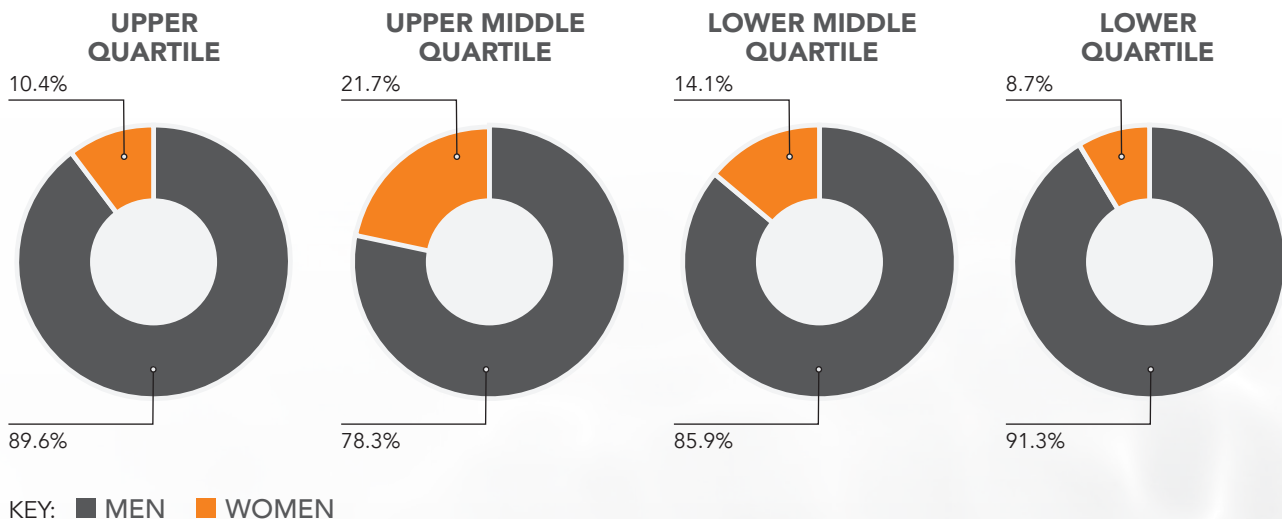
These figures show that while the average hourly pay across the organisation is slightly higher for men, the median pay is higher for women, reflecting a balanced pay structure across many roles.

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## Pay Quartiles

We divide our workforce into four equal-sized groups based on hourly pay, from the lowest to the highest paid roles. The distribution across pay quartiles reflects the broader industry profile, where men continue to make up a higher proportion of employees, particularly in more senior and specialist roles.

We continue to focus on building a more diverse talent pipeline across all levels of the business.



## Bonus Pay

Our bonus figures for the reporting year are:

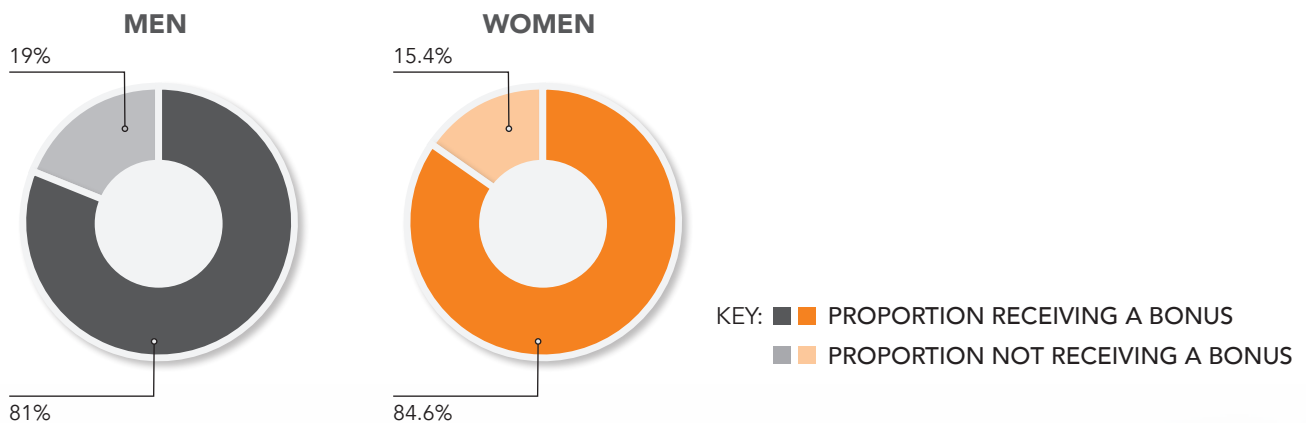
- MEAN BONUS PAY GAP 39.2%
- MEDIAN BONUS PAY GAP 12.5%

While proportionally more women than men received a bonus during the reporting period, bonus values are influenced by role seniority and responsibility, which impacts overall bonus outcomes.

We are confident that our bonus schemes are applied consistently and fairly, with clear eligibility criteria and non-discriminatory award processes.

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### Proportion of Men and Women Receiving a Bonus



### What Influences Our Gender Pay Gap?

The primary factor affecting our gender pay gap is the demographic makeup of our workforce. Like many organisations in the plumbing and heating sector, we employ a higher proportion of men, particularly in senior roles.

We recognise that improving gender balance takes time and sustained focus. We remain committed to attracting, developing, and retaining talent from a broad and diverse pool, and to supporting progression opportunities across the organisation.

### Our Commitment

UK Plumbing Supplies Ltd is committed to providing equal opportunities for all employees, regardless of gender. We continue to review our people practices ensuring fairness, consistency, and inclusivity across recruitment, development, reward, and progression.

### Statement

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, I confirm that the information contained in this report is accurate and has been prepared in line with statutory requirements.

**Angus Falconer**  
Managing Director