



2025 Gender Pay Gap Report



Gender Pay Gap Report

Our gender pay gap report for 2025 shows that while there has been a reduction in the mean gender pay gap from last year, the median gender pay gap remains high. Whilst we work to understand the causes of this, and identify our countermeasures, we remain dedicated to narrowing this divide. In order to be an employer of choice, we understand that we must attract and retain exceptional talent. This is both vital for our commercial success and for fostering a thriving workplace culture. Our approach to reward and recognition remains flexible, allowing us to address the unique needs of each individual within our team.

Central to our organisational values is the principle of fairness and inclusion. We wholeheartedly embrace the implementation of pay gap reporting as a means to drive accountability and transparency. As an equal pay employer, Engenda Group ensures that all employees receive fair compensation for their work, regardless of gender.

We acknowledge the gender imbalances that are prevalent within our industry, and we are actively working towards addressing these disparities. Our initiatives include the redesign of policies and practices, a critical examination of our learning and development approach, thorough scrutiny of our selection processes, and substantial investments in our corporate social responsibility endeavours. Moreover, we maintain an open dialogue with our workforce, continually seeking feedback to inform our improvement efforts.

While progress has been made, we acknowledge that there is still significant progress required. We remain steadfast in our belief that the Engineering Construction Industry must continue striving to attract and retain a diverse workforce. Engenda Group takes pride in playing a role in advancing this collective goal.

Declaration

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



Gemma Meadows, Managing Director, Engenda Group

Gender Pay Gap Overview

This report examines the gender pay gap within our organisation. We collected our data on 5th April 2025. Gender pay gap is not the same as equal pay. Equal pay is the right for all to receive equal pay for carrying out work of equal value. The gender pay gap shows the difference in the average earnings between all men and all women across our organisation. We show this as two measures:

- The mean gender pay gap = the difference between the mean hourly rate of pay of men employees and that of women employees.
- The median gender pay gap = the difference between the median hourly rate of pay of men employees and that of women employees.

On 5th April 2025, we employed 288 people; 23 women (7.99%) and 265 men (92.01%). While the percentage of women within the business has increased over the longer term, it has fallen from 8.09% compared to last year.

Our mean gender pay gap is 25.99% which has decreased from 36.59% in 2024. Our overall trend since 2018 shows an improvement from 37%, while this represents a positive step forward, we remain focused on ensuring this progress is sustained.

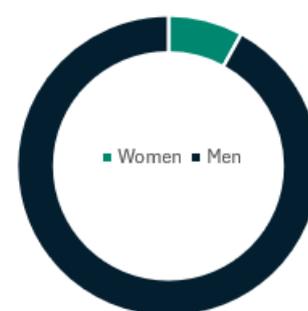
The median gender pay gap in hourly pay is 35.55%, which has increased slightly from 35.21% in 2024, yet a significant improvement on 2018 from 44%.

Bonuses paid in 2025 were based on 2024 performance. The use of bonuses within reward packages is limited to specific roles. As such bonus payments were achieved by 100% of men and 0% of women.

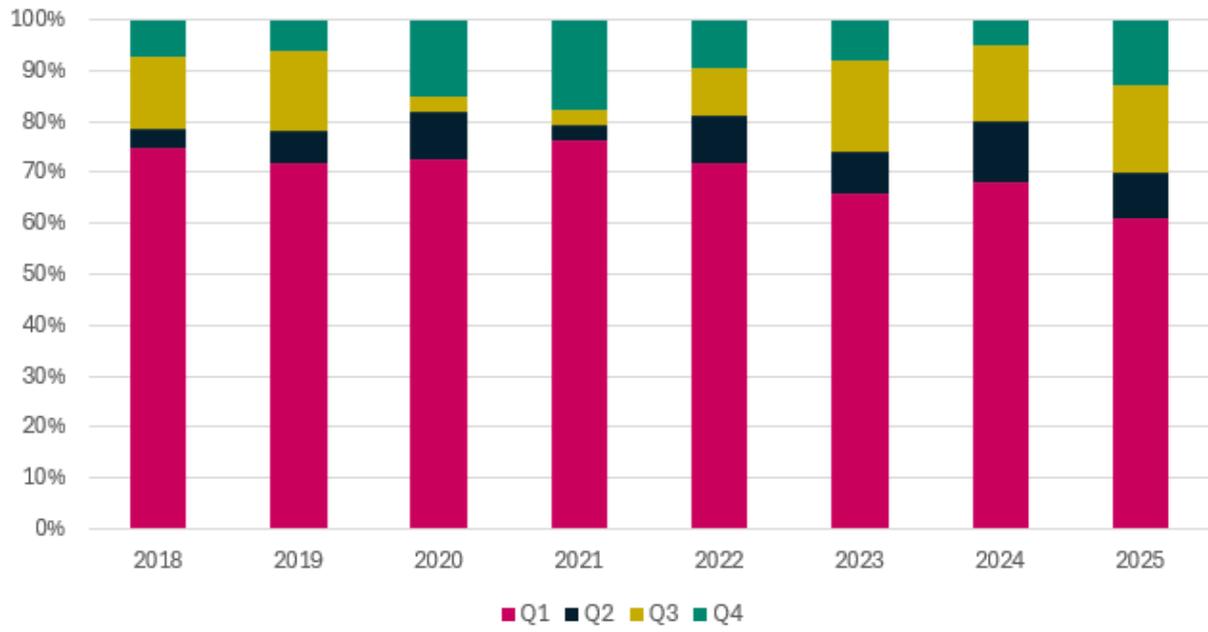
Although we are recruiting and retaining more women today than in previous years, we still have an under-representation across quartiles 2, 3 and 4. This is reflective of our industry and goes some way to explaining our gender pay gap. We continue to have an over representation of women across administrative and entry level roles that typically feature within the quartile 1.

Our internal activity to improve diversity in the workforce has led to encouraging results in several business areas. For example, 30% of women are actively participating in career development activity. Our external activity has enabled the recruitment of multiple women into technical engineering roles within our EPC division, increasing representation within quartile 3 (increasing from 9% in 2022 to 17% in 2025). Although these results are promising, our activity to improve inclusion remains a priority in an effort to close the gender pay gap. Specifically, we will continue our activity on promoting Engineering to school students via outreach work, we will continue to assess our working environment including our terms and conditions with a view to improving inclusivity, and we will continue our internal work on career development.

Gender Split



Females in each quartile



Engineering Change

Providing an integrated end to end solution for the delivery of essential outsourced engineering services



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