

## Gender Pay Gap Report – 2023

Private companies employing more than 250 people on a snapshot date of 5<sup>th</sup> April are required to report the gender pay gap of their workforce under the Equality Act 2010. On 5<sup>th</sup> April 2023, Power Electrics (Bristol) Ltd exceeded this number of employees for the first time.

The gender pay gap should not be confused with equal pay. The gender pay gap is a measure of the difference in average pay of men and women, regardless of the nature of their work. Equal pay is a legal obligation to pay equal pay for equal work regardless of their gender.

The government has set out what data is to be reported, and the basis upon which this data should be calculated.

On the snapshot date of 5<sup>th</sup> April 2023, the headcount of Power Electrics (Bristol) Ltd was made up mostly of men, with 86% of all employees being male. This is not uncommon within the sector in which we operate and is a main factor in our gender pay gap.

The proportion of men and women in each pay quartile is as follows:

	<b>% Men</b>	<b>% Women</b>
<b>Upper hourly pay quarter</b>	89%	11%
<b>Upper middle hourly pay quarter</b>	94%	6%
<b>Lower middle hourly pay quarter</b>	84%	16%
<b>Lower hourly pay quarter</b>	78%	22%

Our gender pay gap is as follows:

	<b>Median</b>	<b>Mean</b>
<b>% pay gap</b>	13.05%	19.86%



The Generator Specialist

Proportion of staff award a bonus during the year to 5<sup>th</sup> April 2023:

	<b>% Men</b>	<b>% Women</b>
<b>% Receiving a bonus</b>	72%	81%

Bonus pay gap:

	<b>Median</b>	<b>Mean</b>
<b>% bonus pay gap</b>	27.23%	62.69%