

Gender Pay Gap

Reporting Year 2024/2025

HMRC REPORTING YEAR - 2024/2025					
<p>Snapshot Date: 5 April 2024</p> <p>Bonus Dates: 6 April 2023 to 5 April 2024</p>		<p>Key: Males Females</p>			
Reporting Requirement		Essentra Components Ltd			
		Q1 (LQ)	Q2 (LMQ)	Q3 (UMQ)	Q4 (UQ)
% of men and women in each hourly pay quartile.		64%	72%	66%	68%
		36%	28%	34%	32%
Average gender pay gap in hourly pay as a percentage of men's pay. This means that using the mean average women are paid 8.3% less than men.		8.3%			
Median gender pay gap in hourly pay as a percentage of men's pay. This means that when using the median, women are paid 1.1% more than men.		-1.1%			
% of men and women who received bonus pay. The results show that 89% of men and 90% of women received a bonus.		89%		90%	
Average gender bonus pay gap. This means that, using the mean (average), women are paid 16.5% less in bonus pay than men.		16.5%			
Median GPG in bonus pay as a % of mens bonus. This means that when using the median, women receive 4.2% less bonus pay than men.		4.2%			

Essentra Components Ltd		2024/25	2023/2024	Percent (%) Difference
Employee Count	Males	214	226	-5%
	Females	105	106	-1%
Total		319	332	-6%