

# Bridging the gap

Gender Pay Gap Report 2025



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# Opening Remarks

This report is not only designed to meet our UK Gender Pay Gap reporting requirements - it also serves as an opportunity for Chelton to champion gender balance within our industry and beyond.

It is important to emphasise that the gap is not the result of unequal pay. As with many organisations in Science, Technology, Engineering, and Mathematics (STEM) fields, the disparity largely reflects the higher proportion of men in senior and technical roles, which typically command higher salaries.

We remain committed to actions that drive sustainable, meaningful change. Our goal is to ensure Chelton offers equal opportunity and fair reward for all, while inspiring the next generation of women to pursue careers in traditionally male-dominated fields.

Linda Lovell  
Head of HR



# Overview

As part of the UK Government's commitment to tackling workplace discrimination, all companies with 250 or more employees are required to disclose their gender pay gap. This includes comparing the mean and median hourly pay of men and women across the business.

This report presents Chelton's gender pay gap data as of 5 April 2025 and includes bonus payments made in the year leading up to that date. It is important to note that the gender pay gap differs from equal pay: it reflects the average pay of all male and female employees, regardless of role or seniority, rather than comparing pay for the same job.

Chelton is committed to ensuring equal pay for employees performing equivalent roles, regardless of gender or any other characteristic. We strive to provide fair, competitive pay and rewards for all, and we are confident in the fairness of our approach.

Employers are required to report six measures based on a snapshot of pay data on a particular date set by the Government Equalities Office.

## **Mean Gender Pay Gap:**

The difference between the mean hourly rate of pay of male and female full-pay relevant employees.

## **Median Gender Pay Gap:**

The difference between the median hourly rate of pay of male and female full-pay relevant employees.

## **Mean Bonus Gap:**

The difference between the mean bonus paid to male and female relevant employees.

## **Median Bonus Gap:**

The difference between the median bonus pay paid to male and female relevant employees.

## **Bonus Proportions:**

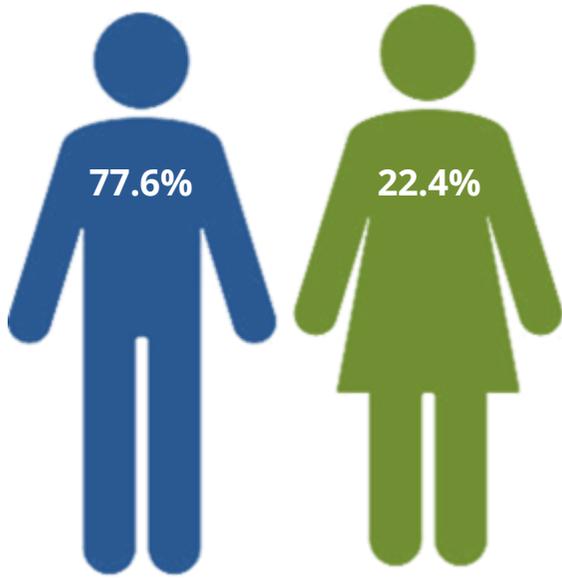
The proportion of male and female relevant employees who were paid bonus pay during the relevant period.

## **Quartile Pay Bands:**

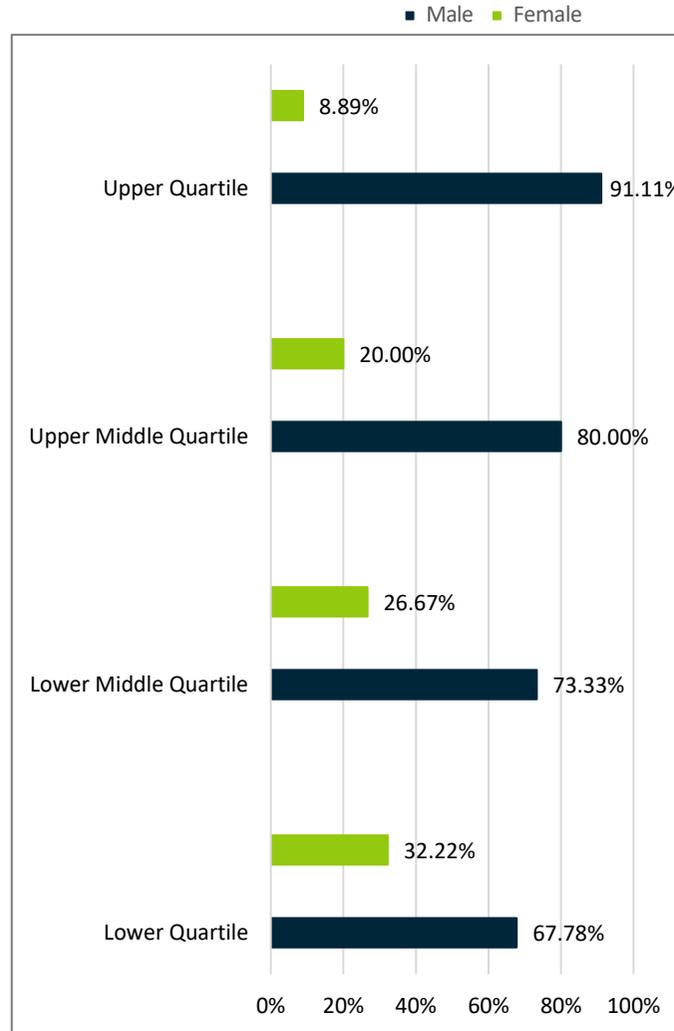
The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

# Summary of 2025 Data

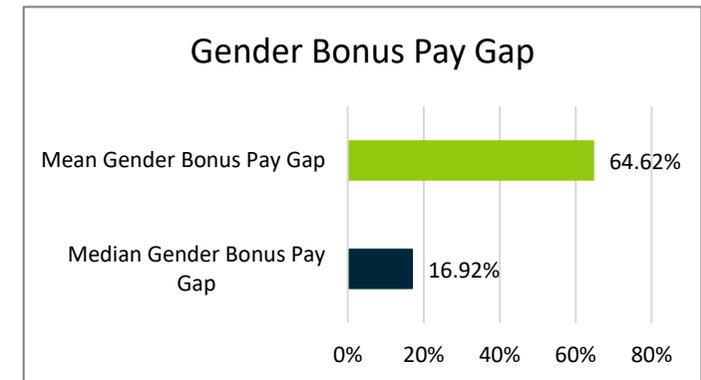
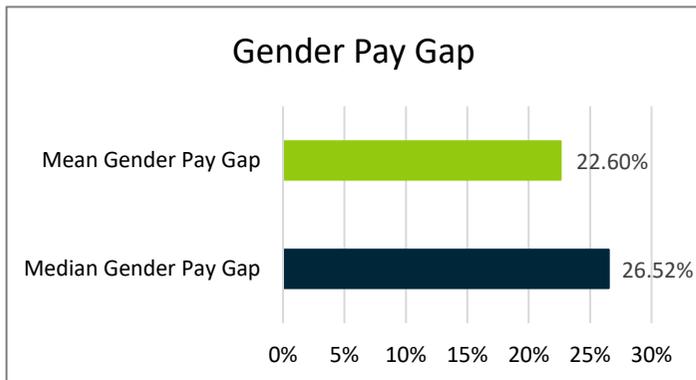
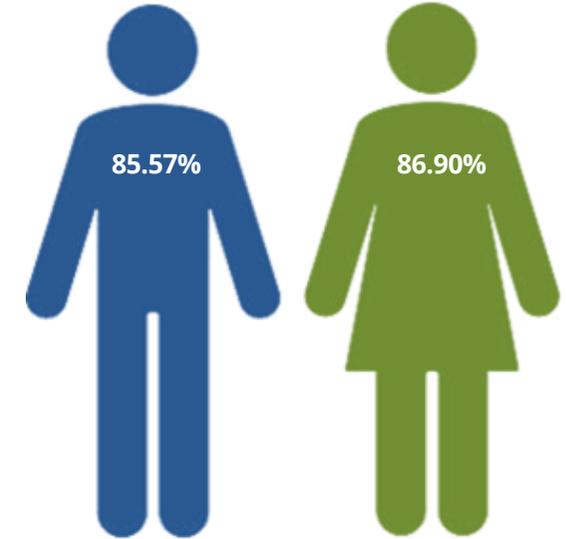
## Employee Workforce



## Proportion of Males & Females in Each Pay Quartile



## Bonus Gender Gap



# Causes of Our Gender Pay Gap

Our current mean gender pay gap stands at 22.60%.

We are pleased to report a reduction in the gap since 2024, achieved through targeted recruitment strategies that promote economic equality and robust talent succession planning.

As our business continues to grow, we remain committed to further narrowing this gap.

It is important to note that our gender pay gap is not due to unequal pay. As with many organisations where roles are rooted in Science, Technology, Engineering, and Mathematics (STEM) fields, the gap is primarily influenced by the higher proportion of men in senior and technical roles, which typically command higher salaries. Our workforce reflects the broader market in which we operate, and while we are dedicated to fostering gender diversity, meaningful change will take time. The current imbalance in representation continues to impact the overall gender pay gap across the organisation.

# Our Approach to Closing the Gender Pay Gap

We actively support our STEM Outreach team in building strong partnerships with local schools, colleges, and STEM organisations, with a particular focus on female-only schools. Through events and work experience opportunities, we aim to raise awareness of STEM subjects and facilitate entry into the engineering sector. Over the past year, Chelton has seen a notable increase in work experience participants. Our STEM programme supports women in engineering and provides younger generations with insight into potential career paths within the industry.

We also collaborate with a local college on its T Level programme, offering industrial placements as part of the curriculum, while continuing to champion women in engineering through our apprenticeship and graduate schemes.

To ensure pay equity, we maintain consistent job evaluation and recruitment practices. Our commitment to attracting and retaining female talent spans all levels of the business, though we recognise the challenge of recruiting women with STEM qualifications and experience - a common issue across the technology sector.

To support our employees, we continue to utilise our flexible working offering with an optional four-day condensed working week and flexible hours of work. Robust talent and succession planning, combined with tools for fair and non-discriminatory recruitment and reward processes, underpin our approach.

All employees are eligible for the company's discretionary bonus scheme. While we have made progress in building a diverse workforce, we acknowledge the need for further improvement in gender diversity within both the industry and our organisation. To address this, we will review our Diversity and Inclusion strategy and provide managers with resources to foster an inclusive culture.

Finally, we continue to enhance our wellbeing strategy to ensure employees have access to support and feel empowered to maintain a healthy work-life balance.

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