

GENDER PAY GAP REPORT – As at April 2023

Yü Group is committed to equal opportunities and to treating all our employees fairly and equitably. We aim to build an organisation in which all individuals have the opportunity to develop their careers, perform to the best of their ability and reach their highest potential regardless of gender or any other legally protected characteristic.

This is our first Gender Pay Report. It shows there is a median gender pay gap above the national average and a mean gender pay gap which is above the national average.

1. Gender Pay Gap Results

We remain committed to treating women and men fairly and equitably and ensuring their pay is equal where they undertake the same job.

Gender pay is different to equal pay. Gender pay gaps represent the difference in average pay between men and women across an organisation and as a result are influenced by the gender balance across all levels. In contrast, an equal pay gap represents an unlawful difference in pay between male and female employees performing equal work which is not due to a material factor.

Our median gender pay gap is 25.8%.

Our mean gender pay gap is 32.1 %.

This gap arises because of the inclusion of the colleagues, first line managers, middle managers, senior managers and Executive Board members in the calculations, as well as a higher number of men to women working at all levels within our organisation, that total split for 2023 being 65% male and 35% female.

In the 2022/23 pay period, 55.3% of men and 50.0% of women received a bonus payment.

2. Statutory Reporting Requirements

The table below sets out the gender pay position at Yü Group:

Difference in mean pay	32.1%	Difference in mean bonus pay	70.9%
Difference in median pay	25.8%	Difference in median bonus pay	14.6%
Proportion of men & women who received a bonus payment in the 2022/23 pay period		Men: 55.3% Women: 50.0%	
Proportion of men and women in each quartile of our pay distribution		Men	Women
	Upper Quartile	76.9%	23.1%
	Upper Middle	71.2%	28.8%
	Lower Middle	53.8%	46.2%
	Lower Quartile	57.6%	42.4%

3. Our Commitment

We cannot eliminate the gender pay gap completely due to our field engineers jobs being filled mainly by men.

Our organisation will remain committed to recruiting and rewarding employees regardless of gender and all other legally protected characteristics and to do the following:

Employee Recruitment	Employee Reward
We will continue to identify ways to attract more women into our organisation to create more gender balanced shortlists and increase representation at all levels.	We will continue to build gender pay gap analysis into our pay review process, to monitor pay and ensure there is no bias towards gender from job offer to salary reviews to promotion aligned to our career pathways.
Employee Relations	Employee Training
We will publicise the flexible nature of many of our roles to encourage flexible working across our organisation to ensure that our people can work in a way that best suits their work-life balance.	We will undertake training in Diversity and Unconscious Bias to raise awareness and reduce bias.

Yü Group remains committed to pay equality and the principle that pay between comparable employees should always be based on merit and never linked to gender.

I confirm the data reported is accurate.



Group HR Director – N. Dean



Chief Financial Officer – Paul Rawson