

GENDER PAY GAP REPORT – As at April 2024

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 second 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. However, we can see an improvement in comparison to 2023 figures.

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 2024 median gender pay gap is 23.2% compared to 25.8% in 2023

Our 2024 mean gender pay gap is 24.1% compared to 32.1% in 2023

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 2024 being 65% male and 35%.

In the 2023/24 pay period, 62.6% of men and 66.4% of women received a bonus payment. This shows a 16.4% increase on bonus payments made for women when compared to 2022/2023 pay period.

We are pleased that the 'Difference in mean pay' has reduced from 32.1% in 2023 to 24.1% in 2024.

Overall, our 2024 figures show a positive comparison when viewed against 2023 figures.

2. Statutory Reporting Requirements

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

Difference in mean pay	24.1%	Difference in mean bonus pay	71.3%
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Difference in median pay	23.2%	Difference in median bonus pay	11.9%
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Proportion of men & women who received a bonus payment in the 2023/24 pay period	Men: 62.6%	Women: 66.4%
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Proportion of men and women in each quartile of our pay distribution	Men	Women
Upper Quartile	68.2%	31.8%
Upper Middle	75.0%	25.0%
Lower Middle	59.8%	40.2%
Lower Quartile	55.6%	44.4%

3. Our Commitment

We cannot eliminate the gender pay gap completely due to our field engineers jobs being filled mainly by men however, the number of women field engineers employed by the company is increasing.

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

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.

Employee Reward

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

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.

Employee Training

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.

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Navaz Dean
Group HR Director

Signed by:

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Paul Rawson
Chief Financial Officer