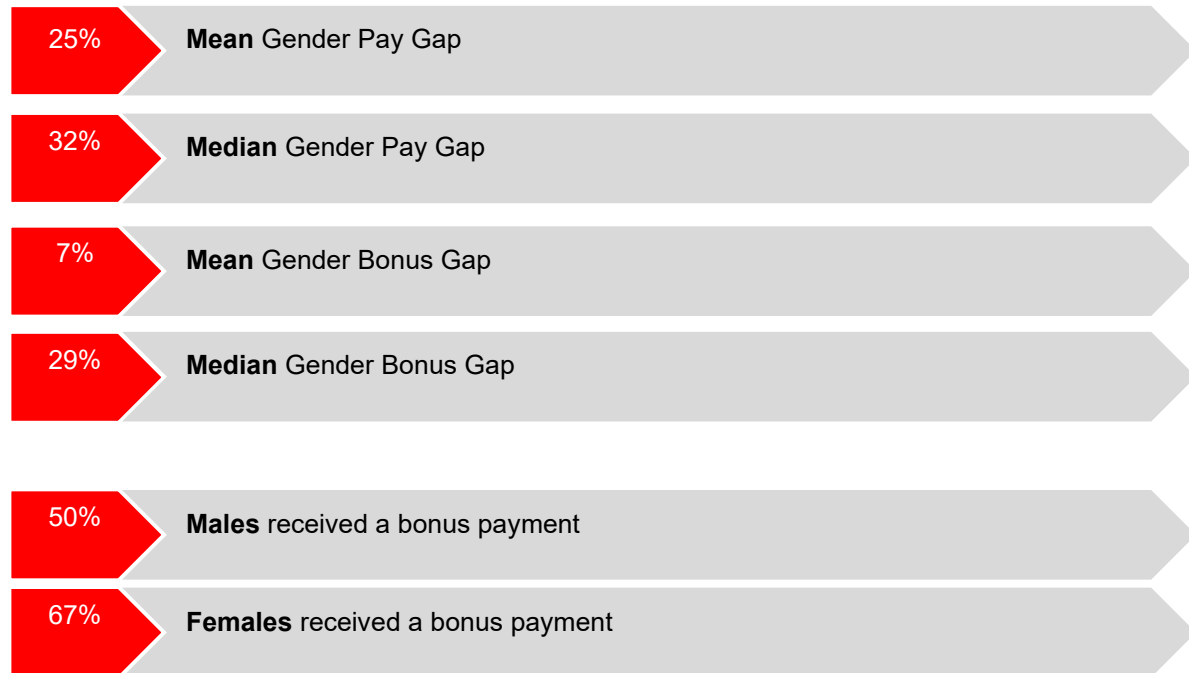


Gender Pay Gap Reporting

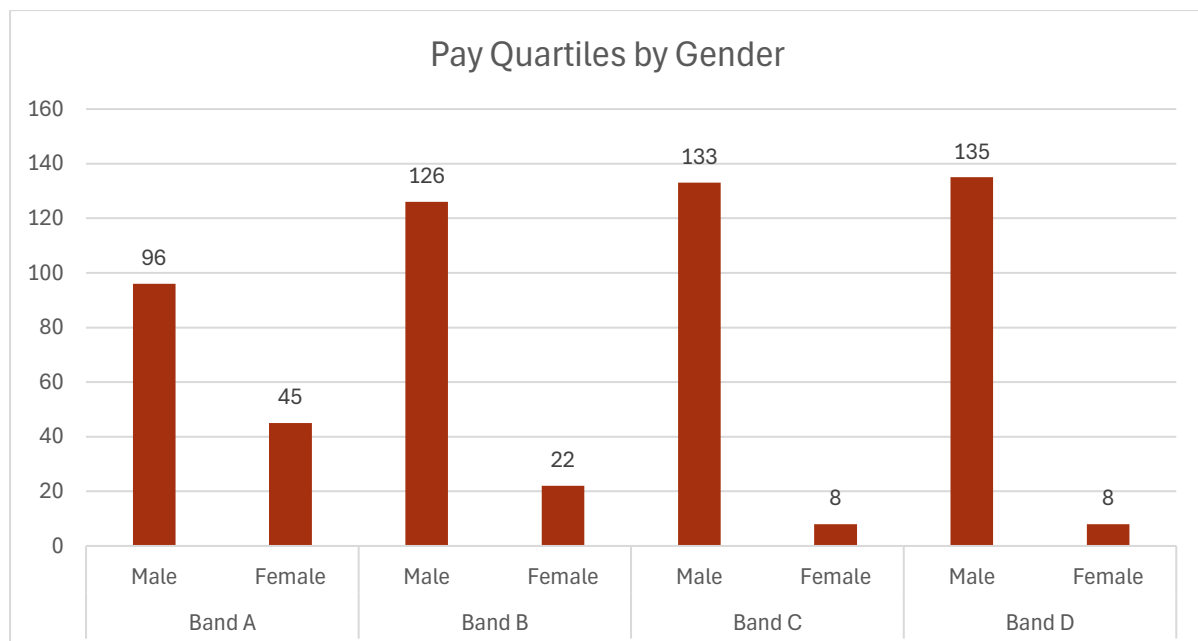
Reporting the Quartzelec Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers to publish six key metrics and must include the overall mean and median gender pay and bonus gap based on hourly rate and the proportions of male and female employees who receive a bonus.



Pay Quartiles by Gender

This graph shows our workforce divided into four equal sized groups based on hourly pay rate. Band A includes the lowest paid 25% of employees and band D covers the highest paid 25%.



Gender Pay Gap Reporting

Understanding the Quartzelec Gender Pay Gap

Men and women must receive equal pay for the same or broadly similar work, work rated as equivalent or of equal value. We are committed to equal opportunities and equal treatment for all employees and ensure that employees are paid by carrying out pay and benefit audits and ensuring job roles are evaluated to ensure fairness.

Quartzelec operates within the engineering and electrical services industry; a traditionally male-dominated sector and the company's proportion of female employees is low, there is still work to do to attract females into the engineering and electrical services industry to increase the pool of talent available to the company.

The company's gender pay gap is not the result of poor pay practices, but about other, much broader influences including social, economic factors and industry influences.

What is Quartzelec doing to address its gender pay gap?

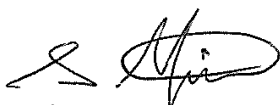
Quartzelec is committed to equal opportunities and equal treatment for all employees and as the results show, increased emphasis on auditing data and ensuring recruiting managers are coached and advised in matter concerning gender pay have improved the situation and a focus on educating line managers through training and coaching will continue. We continue to focus on attracting females into the Apprentice Programme.

Our priority areas:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, the HR Director will report to the senior management team data relating to gender monitoring.
- **Recruitment:** Removing barriers and focusing on gender equality in a male dominated engineering industry has already begun to close the pay gap. This will remain a focus for our attention. We aim to increase the number of female apprentices year on year.
- **Policies:** Review our policies and approaches to identify opportunities to improve inclusive practices, such as flexible working and family friendly, removing barriers for all employees.

Quartzelec remains committed to closing the gender pay gap and applying a best practice approach including looking at how women are progressing – or not – through the business and putting positive action programmes in place such as leadership training, mentoring, and coaching.

The data in this report is accurate at the snapshot date of 5 April 2025 and is reported in accordance with UK government reporting regulations.



Stephen Morrison
Managing Director



Lindsey Moffitt
HR Director