



Precision Proco Gender Pay Gap Report 2025

A NOTE FROM HR AND COMPANY CEO

This is our third year reporting on Gender pay gap in the UK. We are reporting under the single entity: Precision Printing Co Ltd t/a Precision Proco.

The results in this years report provide the opportunity to reflect on the figures in comparison to the previous two year's calculations. We are pleased to see an improvement in both overall percentage of female employees and percentage of females within the upper quarter, plus a reduction to the mean gender pay gap. This demonstrates a positive link to the conscious changes the business has made in a bid to narrow the gap.

Declaration:

I confirm that the data published here has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Group CEO
Jon Bailey



HR Manager
Kerry Watkins

THE REPORT



CALCULATIONS COVER THE FOLLOWING PAYROLL PERIODS:



REQUIRED CALCULATIONS:

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- **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.
- **Mean Gender Pay Gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Bonus Proportions** – The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Mean Bonus Gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median Bonus Gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

1. QUARTILE PAY BANDS

2. MEAN GENDER PAY GAP

3. MEDIAN GENDER PAY GAP

4. BONUS PROPORTIONS

5. MEAN BONUS GAP

6. MEDIAN BONUS GAP

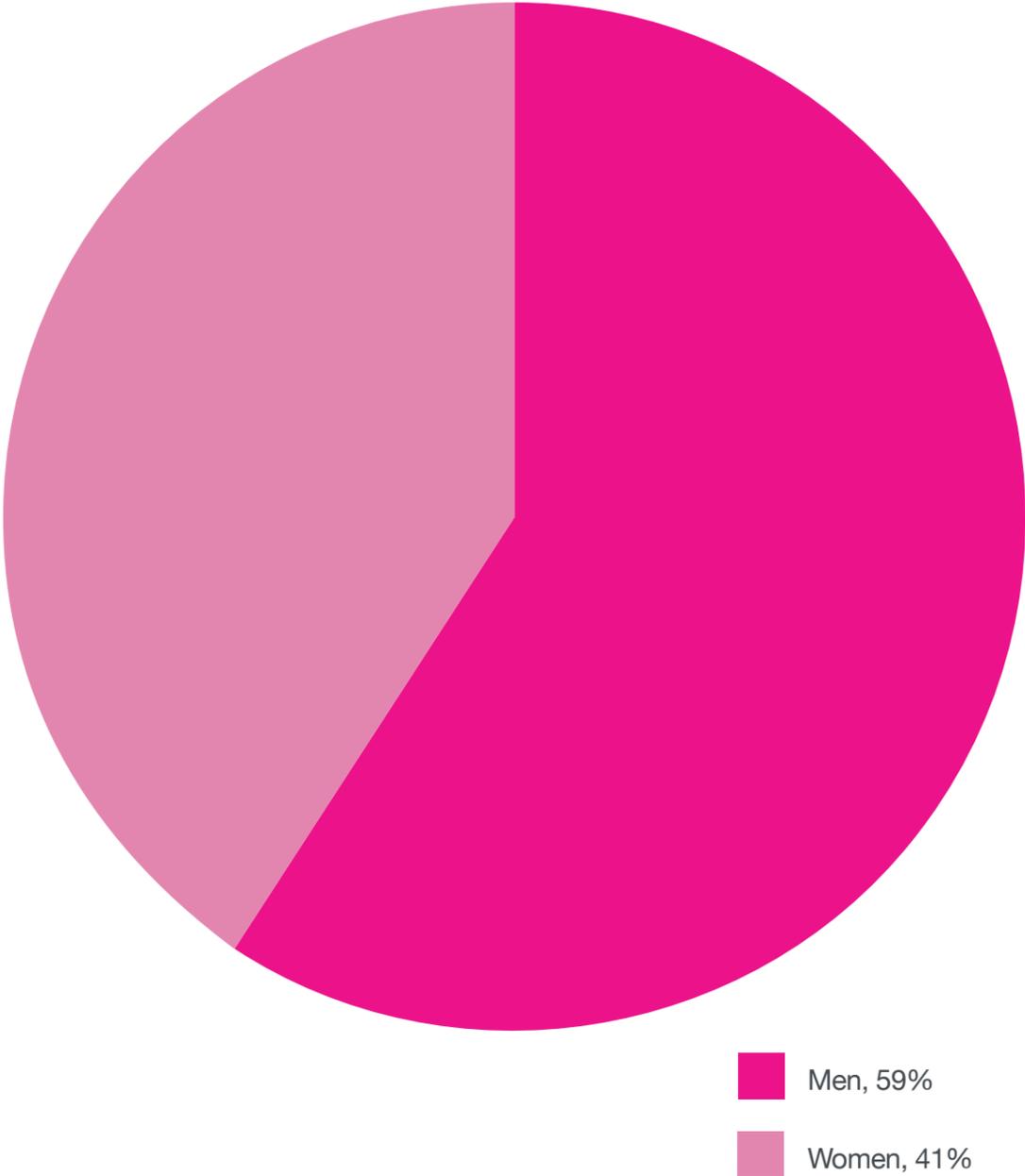
*All employees LESS anyone not paid their usual full basic pay because they were on leave for anytime or did not work full time hours (Unpaid leave/sick/SSP/SMP/SPP)

FACTORS

affecting our 2025 gender pay gaps

Our 2025 report shows a full year's data.
At snapshot date we were 466 employees.
41% Female and 59% Male
This shows a 3% increase in female employees since 2024.

GENDER



OUR WORKFORCE

Precision Proco's data was collected on the snapshot date of 5th April 2025. At this point there were 466 total employees and 400 full pay relevant employees.

01. PERCENTAGE

PAY QUARTILES:

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.

		2023	2024	2025
100	% of women in upper quarter	24%	19%	27%
	% of men in upper quarter	76%	81%	73%
84	% of women in upper middle quarter	23%	29%	31%
	% of men in upper middle quarter	77%	71%	69%
83	% of women in lower middle quarter	54%	42%	43%
	% of men in lower middle quarter	46%	58%	57%
84	% of women in lower quarter	51%	49%	59%
	% of men in lower quarter	49%	51%	41%

Each pay quarter represents a quarter of our workforce ranked by pay.

As detailed above, the percentage of women in the top quartile has increased by 8% and in the upper middle quartile by 2% since 2024, this continues to demonstrate that more women have moved into management roles and is a positive outcome of our pathway development program.

02. MEAN GENDER PAY GAP

MEAN GENDER PAY GAP:

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



14.4% mean (average) gender pay gap in hourly pay as a percentage of men's pay. This year, using the MEAN calculation, women at Precision Proco are paid 14.4% less than men. This mean gap means that for every £1 a man received, a woman received 85.6p. This gap has reduced from 16% in 2024.

£16.97 was the average hourly rate paid to a man, an average increase since 2024 of 0.62p p/h. £14.53 was the average hourly rate paid to a woman, an average increase since 2024 of 0.73p p/h.

03. MEDIAN GENDER PAY GAP

MEDIAN GENDER PAY GAP:

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



12.2% median gender pay gap in hourly pay as a percentage of men's pay. This means that using the MEDIAN calculation, women at Precision Proco are paid 12.2% less than men. This has also reduced since 2024 when it was 13%.

£14.38 was the median hourly rate for a man. £12.62 was the median hourly rate for a woman.

04. PERCENTAGE OF BONUS PAY

BONUS PROPORTIONS:

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



The bonus gap is the difference between the bonus pay awarded to male employees and that paid to female employees. The percentage of bonus paid to both men and women has decreased since 2024 but the gap between gender has remained at around 11%.

27.5% of men received bonus pay
38.4% of women received bonus pay

05. MEAN OF BONUS PAY

MEAN BONUS GAP:

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



49.2% is the mean (average) gender pay gap in bonus pay as a % of men's bonus pay. This has increased from 36.84%.

£2525.49 was the average bonus amount paid to men
£1283.55 was the average bonus amount paid to women

06. MEDIAN OF BONUS PAY

MEDIAN BONUS GAP:

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



10% is the median gender pay gap in bonus pay as a % of men's bonus pay. This has increased from 0%.

£1222.44 was the median amount paid as a bonus to men
£1100.20 was the median amount paid as a bonus to women

73% and 69% of men make up the top two quartile pay bands.

£16.97 is the average hourly rate paid to a man, vs. £14.53 paid to a woman.

£14.38 is the median hourly rate paid to a man, vs. £12.62 paid to a woman.

27.5% of men vs. 38.4% of women received bonus pay.

£2525.49 was the average bonus amount paid to men, vs. £1283.55 paid to women.

£1222.44 was the median amount paid as a bonus to men, vs. £1100.20 paid to women.

CHANGES

Addressing our gender pay differences

ADDRESSING OUR GENDER PAY DIFFERENCES

Its extremely encouraging to see that the percentage of women within the business and in the upper quartile has increased.

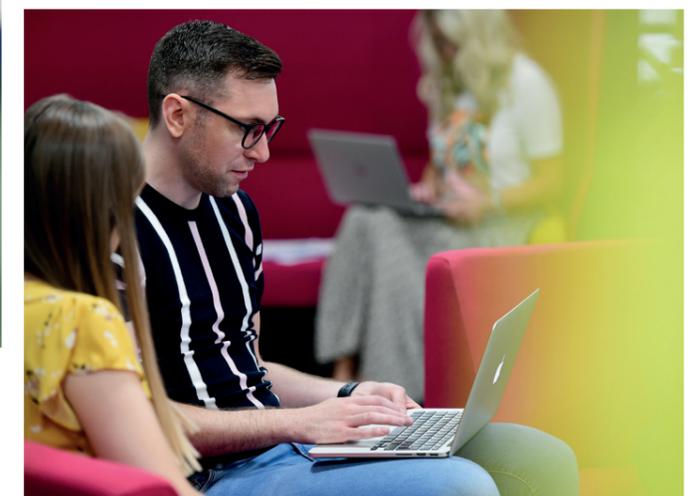
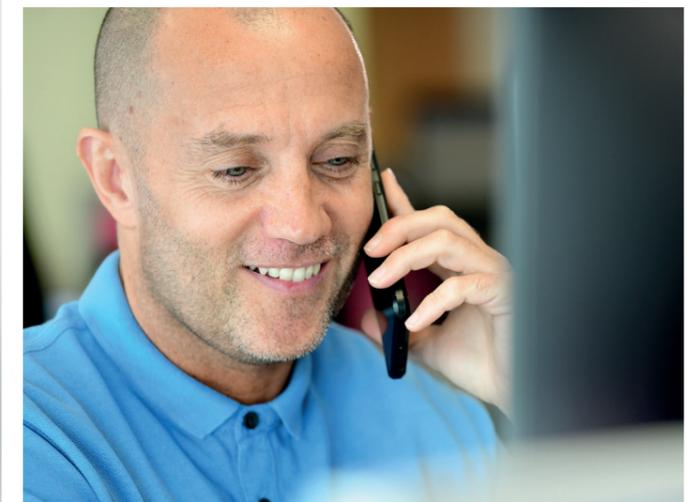
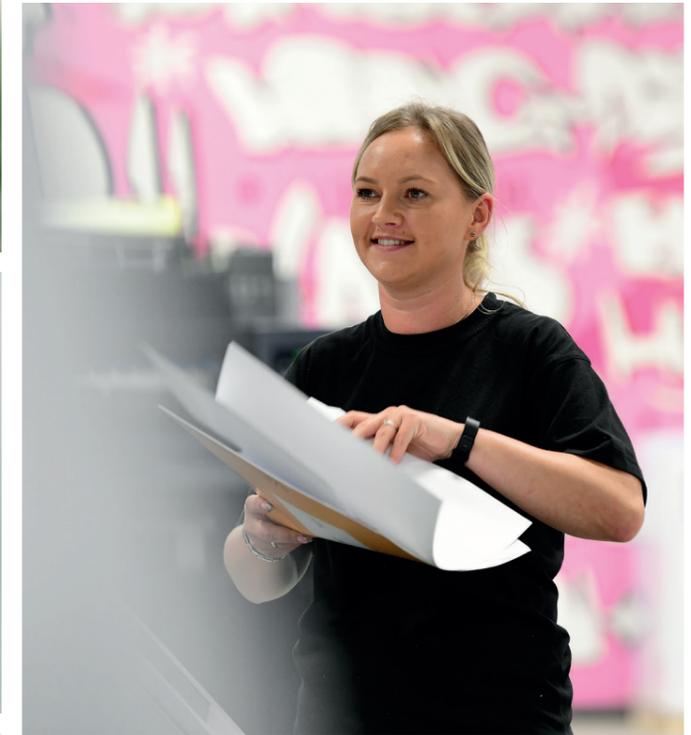
Our focus for the coming year will be to assess the bonus pay gaps that have increased year on year.

Our aim remains to achieve greater equality, inclusion and diversity throughout the group.

Whilst we have a long way to go, we are headed in the right direction and confident that the initiatives we have introduced have contributed to an overall positive change.



**WE HOPE
TO BUILD A
MULTI-SKILLED
WORKFORCE
AIMING TO
ACHIEVE
MAXIMUM
POTENTIAL
WITH EQUAL
OPPORTUNITIES
FOR ALL**





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