

# nec group

## Gender Pay Gap Report 2024

### Key Progress and Impact

At the NEC Group, we’re focused on a fair, inclusive, and representative workplace. This report outlines our progress in achieving gender pay equality.

#### What We’ve Achieved

##### Gender Balance

- ✔ We maintain a female-majority workforce, approximately 8% more women
- ✔ Overall percentage remains consistent, with fluctuations in casual roles

##### Pay Gap Improvements

- ✔ In 2024, men earned 4.6% more on average than women
- ✔ The pay gap has been halved since the previous year
- ✔ We are demonstrably closing the pay gap

##### Role Distribution

- ✔ Women’s representation in our top pay quartile has increased by 48%
- ✔ We’ve seen fewer women in the lower and middle pay bands
- ✔ This shows real upward movement for women across the business

### Why This Matters

These changes reflect the impact of our focused efforts to support gender equity, including:

- Data-driven action plans
- Expanded career progression opportunities
- Accountability through transparent reporting

### In Summary

- Significant reduction in the gender pay gap
- Substantial increase in women in higher-paid roles
- Clear measurable progress from implemented action plans

### Next Steps:

- Continued monitoring and refinement of strategies to further minimise the gap
- A full report will be published on our company website as recommended by the Government Equalities Office

#### Headcount

	2023			2024			Difference		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees	935	1082	2017	1004	1185	2189	+69	+103	+172
Percentage	46%	54%		46%	54%				

#### Hourly Pay including Bonus

	2023			2024			Comparison FY23 vs FY24
	Male	Female	Pay Gap	Male	Female	Pay Gap	
Mean Hourly Pay	£14.96	£13.54	9.5%	£16.33	£15.57	4.6%	4.9 percentage points
Median Hourly Pay	£11.00	£11.00	0.0%	£12.02	£12.00	0.1%	-0.1 percentage points

#### Bonus Data Only

	2023			2024			Comparison FY23 vs FY24
	Male	Female	Pay Gap	Male	Female	Pay Gap	
Mean Bonus Data	£243.67	£272.61	-12%	£278.99	£541.79	-94%	82 percentage points
Median Bonus Data	£75.00	£50.00	33%	£75.00	£50.00	33%	0 percentage points
Proportion of Bonuses (numbers)	400	421	-5%	375	403	-7%	2 percentage points
Proportion of Bonuses (%)	43%	39%	9%	37%	34%	9%	0 percentage points