

NEC Gender Pay Gap Report – 2025

Gender Pay Gap Report Summary – 2025 Snapshot Year

Overview

This summary outlines our gender pay gap metrics for the snapshot date of **5 April 2025**, calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations and GOV.UK guidance. Our results reflect the pay received by employees in the April 2025 pay period and bonus payments made in the 12 months leading up to the snapshot date. These figures represent our organisation's position at that point in time and help us understand the distribution of men and women across roles, pay levels, and bonus schemes.

Hourly Pay

Mean hourly pay gap: 7.75%

Women's average hourly pay is 7.75% lower than men's.

Median hourly pay gap: 8.41%

The median (middle) hourly rate for women is 8.41% lower than that of men.

These figures show a stable pay distribution, with mean and median closely aligned. They reflect the structure of roles across the organisation rather than differences in pay for equal work.

Bonus Pay

Proportion of employees receiving a bonus

- **Women: 8.31%**
- **Men: 4.41%**

A higher proportion of women received a bonus during the 12-month bonus period.

Mean bonus gap: -29.50%

On average, women received higher bonus payments than men.

Median bonus gap: -3.63%

Typical (median) bonus amounts received by women were slightly higher than those received by men. These bonus outcomes reflect the distribution of roles eligible for incentive schemes and the value of bonuses paid within the year.

Representation Across Pay Quartiles

Pay Quartile	Female	Male
Q1 (Lowest paid)	59.4%	40.6%
Q2	56.7%	43.3%
Q3	48.1%	51.9%
Q4 (Highest paid)	47.1%	52.9%

Women are well represented across all pay quartiles, including the upper quartile, where representation is close to parity. This indicates strong visibility of women in higher-paid and senior roles.

Summary

We are confident that everyone at our organisation, regardless of gender, is paid the same for like-for-like work within their roles. Our pay framework and grading structure ensure parity and fairness in how roles are evaluated and rewarded.

However, we also acknowledge that we still have work to do to reduce the mean and median gender pay gaps, which reflect the current distribution of men and women across different levels and functions in our business.

We remain fully committed to closing the gender pay gap over time, continuing to build a diverse and inclusive workforce, and supporting greater representation at all levels across the organisation.

The NEC