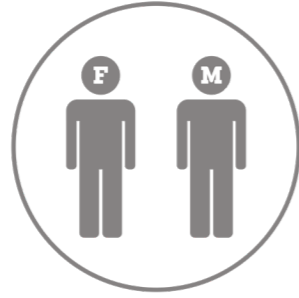


# Gender Pay Report

## 2024

# Gender Pay Gap



## Understanding the Gender Pay Gap

The gender pay gap is an equality measure that shows the difference in average earnings between women and men, expressed as a percentage.

Gender pay is not the same as equal pay, equal pay means that men and women performing the same or similar role in an organisation must receive the same pay.

## Why do we have to publish this information?

It is compulsory for employers with 250 or more employees to publish statutory calculations every year.

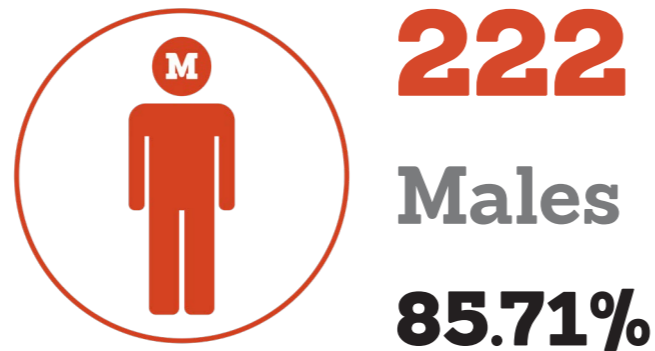
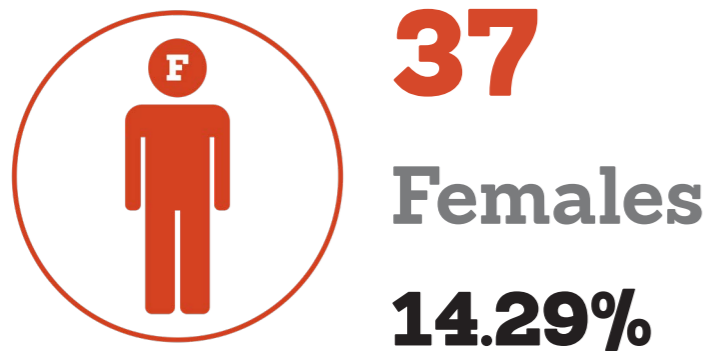
The snapshot date for this report is the 5th April 2023.

This is the first report that Powertherm Contract Services Ltd has published.





# Powertherm's Gender Pay Report 2024

As of 5th April 2023 we employed:



**Quartiles:**

		
Upper	1.54%	98.46%
Upper Middle	6.15%	93.85%
Lower Middle	4.62%	95.38%
Lower	45.31%	54.69%

The proportion of employees receiving a bonus:



**13.81%**  
Females



**86.19%**  
Males

**Mean & Median Gender Pay & Bonus Gap:**

	Mean	Median
Gender Pay Gap	39.53%	44%
Gender Bonus Gap	71.75%	70.97%

Given the industries that Powertherm work in, and the nature of the roles, our workforce is predominantly male. We are required to report as a Company as whole, the difference in our pay gap is significantly influenced by our mainly operative workforce. We believe that the industries we work within have more progress to make with attracting a workforce that better represents our society. We aim to contribute to this, making continuous improvements. We are an equal opportunities employer that attracts and retains the right people no matter their gender. We have a key focus of introducing women into our trade disciplines, including insulation, scaffolding and sheet metal fabrication, at a trainee and apprenticeship level.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Abby Naylor  
Head of People & Development

**Head Office**

Francis House  
52 Orgreave Drive  
Sheffield  
S13 9NR

**Tel:** +44 (0) 114 288 9119

**Regional Offices:**

Ellesmere Port, Cheshire  
Saltend, Humberside  
Teesside, Middlesbrough

---

**Email:** [info@powertherm.co.uk](mailto:info@powertherm.co.uk)

**[www.powertherm.co.uk](http://www.powertherm.co.uk)**

**Our social media:**

