

PFP GROUP GENDER PAY GAP REPORT 2024

1. Introduction

The following report details the Tenmat PFP Group Gender Pay Gap for 2024. The report is based on the ‘snapshot’ date of 05 April 2024. On this date, there were 233 employees across Tenmat Ltd, PFC Corofil, Tenmat Inc. and Brandguard Vents which included 47 female employees and 186 male employees.

2. Gender Pay definition of an ‘employee’

For the purposes of gender pay reporting, the Equality Act 2010 defines an ‘employee’ as follows:

- An employee who is employed on the ‘snapshot date’ irrespective of the duration of their employment (referred to as a ‘relevant employee’)
- An employee who was paid their usual pay in their pay period that included the ‘snapshot’ date (referred to as ‘full-pay relevant employee’) *
- An individual who is employed on a contract of apprenticeship
- An individual who works under a contract of service.

On the snapshot date the gender profile was:

Males	79.8%
Females	20.2%

3. Tenmat PFP Group Gender Pay Gap 2024

The difference between the average pay is expressed as both the mean and the median of men and women.

Mean gender pay gap	7.9%
Median gender pay gap	-3.2%

In context, the national Gender Pay Gap in the UK in 2024 was 13.1% as per the Office for National Statistics.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

4. Bonus Gender Pay

The mean and median bonus gender pay gap were as follows:

Mean gender bonus gap	56%
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Median bonus gap	83.7%
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Out of 233 PFP Group employees, the proportion of males and females receiving a bonus during the 12 month period leading up to the 'snapshot date' of 05 April 2024 was:

Proportion of males	33.9%
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Proportion of females	25.5%
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5. Quartile Pay Bands

The hourly pay of all 233 employees has been listed from highest to lowest and the percentage of males and females falling into each quartile is:

Quartile	Males	Females
Lower quartile	92.3%	7.7%
Lower middle quartile	73.1%	26.9%
Upper middle quartile	76.9%	23.1%
Upper quartile	84.6%	15.4%