

# GENDER PAY REPORT 2025

Reporting period  
04 April 2024 - 05 April 2025



## INTRODUCTION

This report is prepared by Polygon Group UK (“Polygon UK”) under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”). This report is calculated on R3 Polygon business units and including Harwell. The Regulations require employers with 250 or more employees to publish information relating to the gender pay gap in their organisation, including:

- The difference between the mean and median hourly pay for men and women
- The difference between the mean and median bonuses paid to men and women
- The percentage of men and women who receive a bonus
- The relative proportion of men and women in each quartile pay band and of the workforce.

This report was calculated using data from 5th April 2025. During that pay period, the company had 472 employees, 328 male employees and 144 female employees.

Polygon UK confirms that the gender pay gap information in this report is accurate.



Louise Reeder  
Director of People & Culture

## MAIN GENDER PAY GAP FIGURES

- Women earned 91p for every £1 that men earned (comparing median hourly pay)
- Women made up 24% of employees in the highest paid quarter, and 58% of employees in the lowest paid quarter
- 7.6% of women received bonus pay, compared with 43% of men
- Women’s bonus pay was 0% lower than men’s (comparing median bonus pay).

## WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference between men and women’s average earnings and is expressed as a percentage of men’s pay. It compares the average pay by gender of all roles collectively, regardless of type or level.

The average is calculated in two ways – the ‘mean’, which is a straightforward calculation of the average hourly rate and the ‘median’, which is the middle salary if all salaries were listed in order from lowest to highest.

## HOURLY PAY

The mean and the median are two different ways of calculating the average. Mean pay is calculated by adding up the pay of all employees and then dividing it by the total number of employees. Median pay is calculated by lining the pay of all employees in numerical order and then finding the middle point in the list.

Women’s median hourly pay was 8.8% lower than men’s – this means they earned 91p for every £1 that men earn when comparing median hourly pay. The gap has decreased since April 2024 when it was 11.1%.

Women’s mean (average) hourly pay was 7.4% lower than men’s.

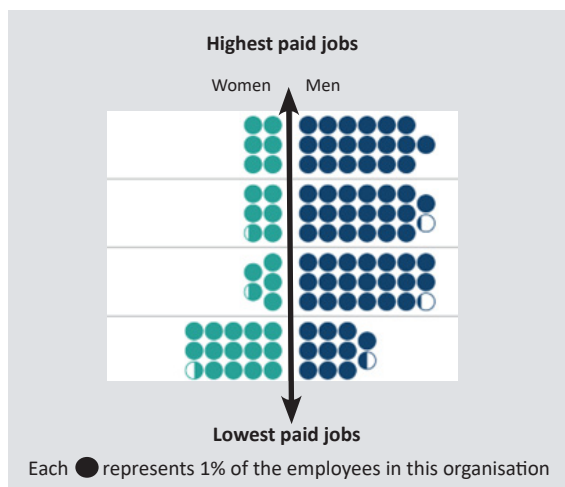
The gap has decreased since April 2024 when it was 7.7%.



## PAY QUARTERS

Pay quarters show the percentage of men and women employees in four equally sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.



At Polygon, women made up:

- 24% of employees in the upper hourly pay quarter (highest paid jobs)
- 23% of employees in the upper middle hourly pay quarter
- 19% of employees in the lower middle hourly pay quarter
- 58% of employees in the lower hourly pay quarter (lowest paid jobs).

## BONUS PAY

- Women's median bonus pay was 0% lower than men's - this means they earned £1 for every £1 that men earn when comparing median bonus pay
- Women's mean (average) bonus pay was 35.5% lower than men's
- 7.6% of women and 43.0% of men received bonus pay.



In 2025 there was an 0% median bonus gap. This gap has remained the same from 0% in April 2024.

In 2025 there was a 35.5% mean bonus pay gap. In April 2024, there was an 83% gap in favour of men in mean bonus pay. This shows that the gap has increased in favour of women showing more females received bonus in April 2025 compared to April 2024.



## INFLUENCES ON OUR GENDER PAY GAP

- Our overall workforce is 69.5% males and 30.5% females
- Men outnumber women in all pay quartiles apart from the lower quartile
- It's a male dominated industry and male dominated company
- Between 5th April 2024 and 5th April 2025, we had a total decrease of six males
- Between 5th April 2023 and 5th April 2024, we had a total decrease of three females.

## ACTIONS TAKEN OR PLANNED TO ADDRESS PAY GAPS

- Introduction of employee forums, including a Women's network
- Creating awareness on International Women's Day – including a menopause expert to help spread awareness and create open discussions
- Introducing an Employee Engagement framework in 2026
- To continue to be more inclusive in recruitment to encourage diversity
- Hiring more women in our Senior Management Team
- Creating an EDI Policy and Roadmap
- Investigate inclusive job boards
- Develop succession plans for key roles and key people.



## Suzanne Cornell, Field Technician

Suzanne is a Field Technician for East Anglia, specialising in restoring properties following disruptive events such as leaks, floods, and fires.

She joined Polygon at the age of 19 after leaving college, uncertain about her long-term career path. The role was unlike anything she had previously experienced, but she was motivated to pursue something new and challenging.

During her time at Polygon, Suzanne has gained significant career development opportunities. She has acquired a wide range of new skills and certifications, including portable appliance testing, asbestos awareness, and proficiency in using various tools. She has also broadened her understanding of buildings, construction, and water and fire damage. Over time, she has developed considerable confidence, enabling her to continue improving her skills and push herself to achieve more.

As a woman working in a male-dominated field, Suzanne has encountered challenges, but she has consistently received strong support and guidance from her team and colleagues at Polygon. She believes firmly that with determination and a willingness to

learn, nothing is impossible - regardless of background or identity. She hopes to see and encourage more women to pursue roles as Technicians in the future.

*"Working at Polygon has shown me that with determination, support, and a willingness to learn, nothing is impossible. I hope my journey encourages more women to step into technical roles and realise their potential."*

