

GENDER PAY GAP STATEMENT

March 2025

UK employers with more than 250 employees are required to publish their gender pay gap.

Our gender pay gap statistics

MEAN GENDER PAY GAP	4.3%	
MEDIAN GENDER PAY GAP	-0.4%	
MEAN BONUS GENDER PAY GAP	11.26%	
MEDIAN BONUS GENDER PAY GAP	-9.1%	
PROPORTION RECEIVING A BONUS		
	MALE	9.6%
	FEMALE	4.5%
QUARTILES	MALE	FEMALE
UPPER	32.9%	67.1%
UPPER MIDDLE	24.7%	75.3%
LOWER MIDDLE	37.8%	62.2%
LOWER	32.1%	67.9%

At TemcoUK we have a total commitment to equality, diversity and gender balance in the workplace. We believe improving this balance is not only the right thing to do, it is essential to ensure our employees and our business performs better and that we can grow.

TemcoUK is committed to ensuring we treat all our staff in a fair and equitable way and to promote equality throughout the company which is demonstrated by the statistics for 2024-25 Gender Pay Gap Return.

Our statistics have improved since our last submission and we are proud to have maintained equal representation within our management posts.

For our upper quartiles the percentage of women is higher than the percentage of women employed by Temco. We will continue to closely monitor the situation to ensure this positive ethos and result is continued as the business further develops in the UK.

We have a culture of being inclusive and will continue to operate in this manner for the positive good of the company.

