

# GENDER PAY GAP STATEMENT

March 2026

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

## Our gender pay gap statistics

MEAN GENDER PAY GAP	5.4%	
MEDIAN GENDER PAY GAP	0.1%	
MEAN BONUS GENDER PAY GAP	20.4%	
MEDIAN BONUS GENDER PAY GAP	31.5%	
PROPORTION RECEIVING A BONUS		
	MALE	10.9%
	FEMALE	4.4%
QUARTILES	MALE	FEMALE
UPPER	33.3%	66.7%
UPPER MIDDLE	25.7%	74.3%
LOWER MIDDLE	36.5%	63.5%
LOWER	28.0%	72.0%

At TemcoUK we are fully committed to equality, diversity and achieving a strong gender balance in the workforce. We believe improving and sustaining this balance is not only the right thing to do, but also essential to ensure our people and business can perform better and continue to grow.

We are dedicated to treating all employees fairly and equitably, and to promote equality across every part of the organisation. This commitment is reflected in the results of our 2025-26 Gender Pay Gap Return.

Our latest statistics have shown that the main mean gender pay gap has increased slightly since our previous submission. We are however still proud to have maintained equal representation across our management positions. Notably in our upper quartiles the percentage of women is higher than the overall proportion of women employed across TemcoUK, which reinforces the positive progress we are making.

We will continue to monitor our data closely to ensure that this positive trend is sustained as our business develops further in the UK. Our inclusive culture remains central to who we are, and we will carry on operating in a way that supports equality, diversity and fairness for the benefit of all colleagues and the company as a whole.

