

Gender Pay Gap Report 2026

Introduction

As part of our legal obligation, employers with 250 or more employees must annually publish specific information regarding their gender pay gap. This statement outlines FloPlast Ltd's gender pay gap figures for the reporting period ending 5 April 2025, calculated in accordance with the requirements of the gender pay gap regulations.

The gender pay gap measures the difference between the average pay of men and women, expressed as a percentage. The gender pay gap is different from equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay individuals unequally based solely on their gender.

This is the fourth year that we have published our gender pay gap report, and we acknowledge a change in our results, with our mean gender pay gap now at 14.2%, compared with 15.1% in the previous reporting year.

Pay Gap Overview

- Mean gender pay gap: 14.2% (down from 15.1%)
- Median gender pay gap: 6% (up from 5.3%)

These figures reflect the concentration of men in higher-paid roles and quartiles. For example, 85.9% of employees in the upper pay quartile are male, compared with 14.1% female, while representation becomes more balanced in the lower quartiles.

Bonus Pay Gap

- Mean bonus gender pay gap: 50.1% (up from 43.7%)
- Median bonus gender pay gap: 14.3% (down from 14.9%)
- Bonus receipt: 89.2% of men and 93% of women received a bonus.

The increase in the mean bonus gap is partly driven by the TUPE transfer of predominantly male employees in roles with higher bonus or commission potential. While this has raised average bonus values for men, it is important to note that a higher proportion of women than men received a bonus overall, and the median bonus gap has continued to narrow.

Why The Gap?

The manufacturing sector continues to be a male dominated industry, shaped by long-standing societal trends and traditional career pathways. Historically, manufacturing roles were associated with physically demanding or hazardous work, contributing to a predominantly male workforce. Although the industry has evolved – becoming more technologically advanced, safer, cleaner, and offering a broader range of career opportunities – attracting women into certain roles continues to be a sector-wide challenge.

At FloPlast, this broader industry context is reflected in our workforce profile. Males currently make up 71% of our workforce, with an imbalance particularly evident in senior, commercial, and engineering roles. This year's figures were further affected by the TUPE transfer of employees from two companies, whose workforces were predominantly male. This has contributed to shifts in both our pay and bonus gap results.

We recognise the value that diverse teams bring to organisational performance, especially when supported by an inclusive culture. We remain committed to being a fair, progressive, and inclusive employer. Our pay structure is designed to reward contribution and performance consistently and transparently, taking into account economic factors, individual achievements, and market-aligned pay rates. Our gender pay gap continues to reflect the distribution of roles within our organisation rather than unequal pay for equal work.

Our Commitment and Actions

We remain focused on addressing the structural factors that influence our gender pay gap. Our ongoing actions include the continual review of pay and bonus procedures to ensure fairness, consistency, and transparency, monitoring management decisions related to pay and bonus outcomes to identify and address any potential bias, enhancing recruitment processes to actively attract more female candidates, particularly in under-represented areas such as engineering, commercial and senior leadership, expanding flexible working options and exploring additional initiatives that support work-life balance for all employees and strengthening development pathways to support progression and retention of women across all levels.

Addressing the gender imbalance within manufacturing is a long-term challenge, but we are committed to sustained progress. We will continue to monitor outcomes closely and share updates in future gender pay gap statements.

Matthew Nolan
Managing Director

Our Gender Pay Gap

The mean gender pay gap is:

14.2%
(15.1% 2024)

The median gender pay gap is:

6%
(5.3% 2024)

This figure shows the difference between the mean (average) hourly rate of pay of male and female employees in the relevant pay periods, as a percentage.

This figure shows the difference between the median (mid-point) hourly rate of pay of male and female employees in the relevant pay period, as a percentage.

Our Gender Bonus Gap

The mean bonus gender pay gap is:

50.1%
(43.7% 2024)

The median bonus gender pay gap is:

14.3%
(14.9%, 2024)

This figure shows the difference between the mean (average) bonus pay of male and female employees in the relevant bonus period, as a percentage.

This figure shows the difference between the median (mid-point) bonus pay of male and female employees in the relevant bonus period, as a percentage.

Who received Bonus Pay

Males
89.2%
(88.3% 2024)

Females
94.2%
(93%, 2024)

Our Pay Quartiles

