

## Gender Pay Gap Reporting Supporting Statement

Smith's (Gloucester) Ltd is subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is therefore required to publish annual information relating to the average earnings of men and women employed by the Company. This reporting provides a high-level overview of the gender pay balance within the business.

At the snapshot date of 5<sup>th</sup> April 2025, the mean gender pay gap in hourly pay was 3.57%. This represents the difference between the average hourly rate of pay for male and females, including bonuses. The Company's mean gender pay gap was lower than both the national average and the prior year. This improvement is primarily due to a higher proportion of female employees being employed in management positions.

The median gender pay gap was 7.0%, which reflects the difference between the middle hourly rate of pay (when all rates are listed from lowest to highest) for male and female employees. This figure is slightly higher than the prior year. Of the 456 full-pay relevant employees on the snapshot date, 89% were male. This proportion is almost identical to the prior year and is unlikely to change significantly due to the nature of the services provided by the Company.

The median gender pay gap in bonus pay was 45.0%. This position largely reflects the majority of bonuses being awarded in relation to operational performance and health and safety measures, where there is a higher proportion of male employees, again due to the nature of the services offered by the Company.

### Targeted Actions to Further Reduce the Pay Gap

The Company remains committed to fairness and equality being at the forefront of its strategic and operational approach. Ongoing actions include, but are not limited to:

- continuing to review recruitment policies and processes to ensure fairness and equality
- reviewing the considerations for awarding bonus payments
- monitoring and reporting on the uptake of training opportunities
- continuing to support women returning to work following periods of parental leave
- reviewing role design to support wider participation without compromising operational requirements
- improving the representation of female participants across all training and development activities
- assessing and reviewing existing development programmes
- reinforcing the Company's commitment to equality through training, policies and leadership communications

