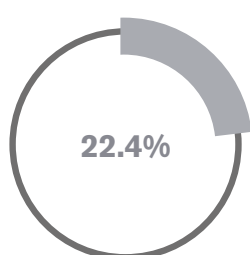


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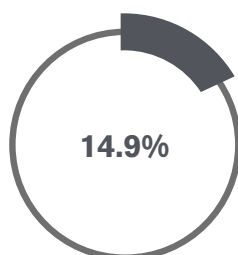
Gender Pay Report 2023

Our Gender Pay Results

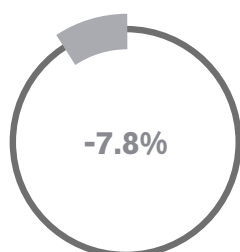
Across the industry and in our Company, we recognise that our workforce is predominately male (at the snapshot date, 312 males in comparison to 66 females) with a high proportion of men in engineering roles. We recognise that females are under represented which is particularly pronounced in engineering roles. The charts below demonstrate the overall median and mean gender pay gap which accounts for those employed on the 'snapshot date' of 5th April 2022. The bonus gap is based on bonuses paid in the 12 months prior to 5th April 2022.



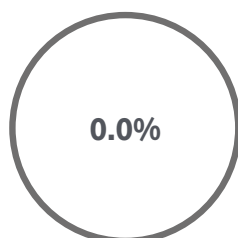
Mean Pay Gap
(2021/22: 27.2%)



Median Pay Gap
(2021/22: 28.4%)



Mean Bonus Gap
(2021/22: -42.5%)



Median Bonus Gap
(2021/22: -50.0%)

The mean pay gap is the difference between average hourly earnings of males and females, whereas the median pay gap is the difference between the midpoints of hourly earnings of men and women. It takes the middle salary from the lowest to highest.

Our calculations show that 78.8% of females received a bonus (6.7% in 2021/22) in comparison with 28.2% of males (5.2% in 2021/22).

The table below demonstrates the % of men and women and how they are spread across the company structure. This is shown in pay band quartiles, the lowest pay bands being C and D, and the higher levels being A and B.

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Proportion of men/women within each pay band

	2022/23	2021/22
Band A		
Women	6.0%	5.3%
Men	94.0%	94.7%
Band B		
Women	9.5%	12.0%
Men	90.5%	88.0%
Band C		
Women	17%	14.7%
Men	83%	85.3%
Band D		
Women	35.0%	36.0%
Men	65.0%	64.0%

Band A = Highest pay band. Band D = Lowest pay band

We will continue to look at how we engage with and encourage females into the industry in all disciplines, especially those in engineering and at leadership level.

Everwarm Ltd will continue to make a long-term investment in our employees with a firm commitment to reducing our gender pay gap via initiatives such as our Equality, Diversity & Inclusion steering group, Gender & Equality working group and Ethnicity & Diversity working group.