

Gender Pay Gap Reporting 2024/2025

What is Gender Pay Reporting?

Gender pay reporting legislation was introduced in 2017. It requires employers with 250 or more employees on the snapshot date to publish statutory calculations every year showing how large the average pay gap is between their male and female employees reported as a percentage.

The format of what and how it is reported is determined by legislation and it effectively considers all pay, and benefits received by employees during the twelve-month period leading up to 5 April.

Under UK law, the results of the report must be published on the Government Website by April of the following year which is calculated as the snapshot date of **5 April**.

What does this mean for SPL Powerlines UK Ltd?

SPL Powerlines UK Ltd is part of the Powerlines Group with the registered UK office in Coatbridge, Scotland which is registered on company's house. SPL Powerlines UK Ltd is a business that has seen a maintained year of headcount overall during 2024/2025.

SPL Powerlines UK Ltd continues to aim to reduce the gender pay gap across all levels of the company and ensure fair and consistent pay practices throughout the company.

Gender Pay Gap vs. Equal Pay

Gender Pay Gap: Reflects the average pay difference between all men and women in a workforce which often reflects structural differences.

Equal Pay: Ensures men and women receive the same pay for the same or similar jobs, or work of equal value. It is unlawful to pay people unequally based on gender.

Understanding the Gender Pay Gap

In many industries, particularly those that are traditionally male-dominated, such as Rail, the gender pay gap is shaped by several key factors:

Representation in senior roles: Fewer women in higher-paid leadership positions increases the overall gap.

Occupational segregation: Women are often underrepresented in specialist, technical, or operational roles that attract higher salaries.

Career pathways and progression: Differences in access to development opportunities, sponsorship, and progression routes can influence long-term earnings.

Working patterns: A higher proportion of women working part-time or flexibly can affect average pay and bonus outcomes.

Understanding these drivers is essential for designing targeted actions, by analysing pay data, reviewing workforce composition, and trends, organisations can identify where inequalities exist and take meaningful steps to close the gap over time.

SPL Powerlines UK Ltd

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Maintaining the female workforce and increasing the % within the upper and middle upper quartile from the lower two quartiles over the last few years has had a positive impact in reducing the overall gender pay gap and bonus pay gap significantly within the mean and median gender hourly pay for this reporting year for SPL Powerlines UK Ltd

SPL Powerlines Strategy - gender pay gap.

To further reduce the gender pay gap, especially in senior roles and specialised disciplines, we need to :

- Ensure fair and consistent practices and we continue to promote equality and diversity in recruitment and retention
- Continue to Increase the number of women in Senior positions.
- Set realistic but ambitious bonus related targets for women in Senior roles
- Create leadership development programmes across the organisation to ensure development and opportunity at all levels.

To continue reducing the gender pay gap within our business and the wider Rail Industry, it is essential to increase the number of women in Senior roles and specialist disciplines, supported by salaries and packages that reflect the skills and industry standards.

We recognise that the Rail Industry continues to face a significant gender pay gap. While our 2024–2025 reporting shows meaningful progress, our gap remains comparable to organisations of a similar size. We will continue to review this closely, aligning our actions with our equality, diversity, recruitment, and retention commitments.

- SPL Powerlines is committed to continue our engagement at early stage of education from school leavers and graduates in all areas of the business and geographical locations, as well as monitoring our ongoing recruitment drives.
- Package benchmarking is continuously carried out to review market trends and analyse data to assist to close the gap and succession planning for the future.
- Provide training on inclusive leadership and equality, diversity and inclusion.
- Encourage open positive discussion about pay, progression, and workplace culture.
- Support employee networks and resource groups

As shown in previous years, our ongoing strategy continues to reduce average percentage differences and steadily align male and female banding.

This statement has been prepared by HR and approved by:

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Position: Joint Managing Directors

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