

## Gender Pay Gap Report 2024

Bucher Municipal Ltd advocates equality of opportunities for everyone, giving all employees the chance to develop and grow as professionals and as individuals.

We aim to be a fair, unbiased, and professional Company, committed to promoting equality and diversity. We are proud of our staff; we respect their views and invest in helping them meet their potential.

**We are one organisation, no matter where we are based or what job we do.**

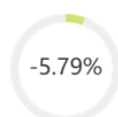
The Company is committed to equal opportunities in all aspects of employment including pay, terms and conditions of employment, promotion/career opportunities, and development.

**The gender pay gap is not the same as equal pay.** It has been against the law to pay men and women differently for doing the same or similar jobs following the enactment of the Equal Pay Act 1970.

As an employer with more than 250 employees and in line with the present UK legislation we have been sharing our gender pay gap data since 2017. This report is based on data as at 5<sup>th</sup> April 2024.

### 2024 Headline Figures at a glance: -

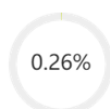
Our Mean pay gap is:



This is the raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers. In our case, it indicates that female employees on average are paid 5.79% higher than male employees.

In monetary terms, the mean pay per hour for men is £17.90 and the mean pay per hour for women is £18.93. This is a difference in pay of -£1.04.

Our Median pay gap is:



This is the difference in pay between the middle-paid man and middle-paid woman in our organisation, usually expressed as a percentage. This is less affected by outliers.

In monetary terms, the median pay per hour for men is £15.48 and the mean pay per hour for women is £15.44. This is a difference in pay of £0.04.

It is important to note that this does not imply that employees of one gender are paid differently for doing the same job of work.

The CIPD explains gender pay gaps are the outcome of economic, cultural, societal and educational factors. Some argue that they reflect personal choice but, although the decision to seek paid employment may be an individual choice, that choice is strongly influenced by matters outside of the individual's control.

[\(www.cipd.org/uk/knowledge/guides/what-is-the-gender-pay-gap/\)](http://www.cipd.org/uk/knowledge/guides/what-is-the-gender-pay-gap/)

Within our own organisation, our negative mean gap result is likely to be as a result of our organisational makeup and structure, that is to say where men and women are most often found within an organisation and the sorts of salaries those roles attract.

Our industry remains male dominated and as a result we have a high volume of male manual workers whereas a proportion of our female employees hold relatively well-paid roles such as finance, sales, HR, or similar clerical/office based professional roles. Having a high proportion of men in manual roles has repressed the average male pay rate.

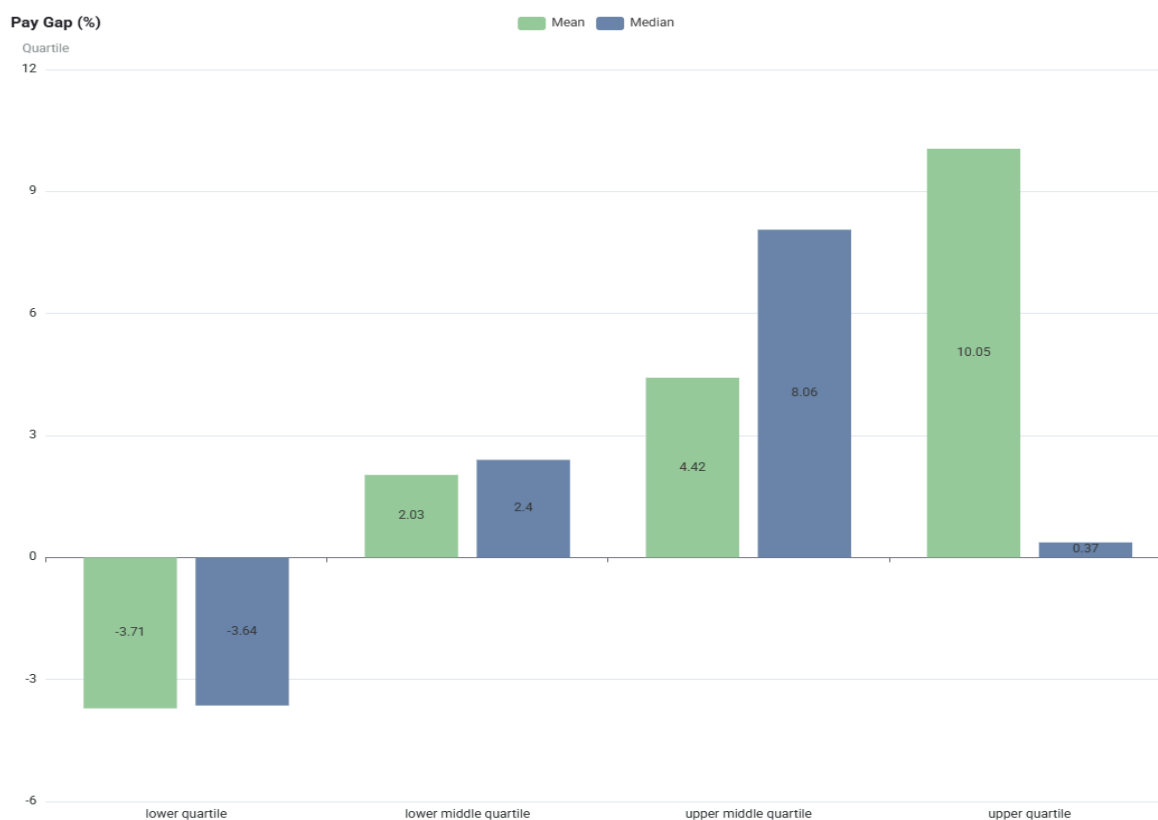
### Gender Pay Quartiles:

The chart below helps shed light on the underlying causes of our Gender Pay Gap results. The workforce was divided into four equal groups based on hourly rate. For us to achieve the zero target, we would have to have the same ratio of men and women in each quartile. As you can see, they are not evenly balanced with the highest number of women sitting within the Lower Middle and Upper quartiles.

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	11.58	12.01	-3.71%	-3.64%	91.33%	8.67%	3.00%
Lower middle quartile	14.86	14.56	2.03%	2.4%	87.25%	12.75%	-3.90%
Upper middle quartile	17.05	16.29	4.42%	8.06%	95.97%	4.03%	17.02%
Upper quartile	29.13	26.20	10.05%	0.37%	82.55%	17.45%	-21.91%

2023 saw a Mean gap of -5.51% so 2024's 0.28 variance shows very little change over the year. Since reporting began we have largely maintained this position. We must not forget however, that the target to aim for is always zero.

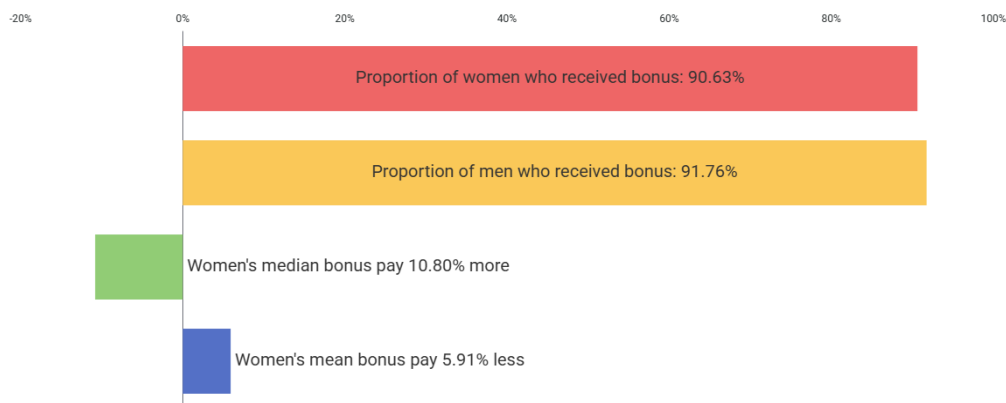
We can see in the chart below that it is the upper quartile that is having the biggest impact on our mean pay gap:



Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down our organisation's overall pay gap.

However, it is the median data that is more representative of typical pay differences because it is less affected by a handful of lower or higher salaries. The median gender pay gap for Bucher Municipal for 2024 is 0.26% or in monetary terms £0.04 per hour. This illustrates an improvement compared to 2023's result with a median gap of -0.80% (- £0.12 per hour) and 2022's data showing a gap of -4.37% (- £0.61 per hour). Whilst the difference between 2023 and 2024 does not look significant, this years result is closer to the zero target.

#### Mean & Median Bonus Pay Gap:



The Company operates several different bonus schemes depending upon the category of the work. These schemes vary in nature and do not all pay out within the same time period.

This gap, like the overall gender pay gap, can be explained by reviewing how we are structurally organised. The gender bonus gap is typically higher than the gender pay gap because bonus payments are frequently skewed towards roles in which men make up a higher proportion of the workforce.

#### Industry comparison:

To really understand our result, it is helpful to also see how we compare to others.

The Office of National Statistics published data for 2024 states a mean gender pay gap of 10% and a median pay gap of 14.9% across all manufacturing in the UK. A look into more relevant manufacturing categories show:

Industry Category	Median	Mean
Manufacture of machinery and equipment n.e.c.	1.2	6.1
Manufacture of motor vehicles, trailers and semi-trailers	12.4	7.3
Manufacture of other transport equipment	4.2	4.4

**Source:** [Gender pay gap - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Based on these statistics, we are pleased to report that our organisation remains in the positive position.

**To Conclude:**

We have always been proud of the diversity of our workforce and consider our employees as part of the inimitable advantage we have as a company that make us successful.

As an organisation, we are forever looking at continuous improvement in all areas of our business. We are already in a rare position of having a negative gender pay gap result that we have successfully maintained over the years. The zero-gap target remains our ultimate goal.

We are pleased to see, and accept, more and more work experience students each year and continue to have very successful apprenticeship schemes and undergraduate placements.

Working with colleges and local schools we regularly attend careers fairs as well as taking part in local council lead job fairs in and around our local area.

Signed:

Date: 4<sup>th</sup> April 2025

A handwritten signature in dark ink, appearing to read 'M Starkey', with a stylized flourish at the end.

Martin Starkey  
Managing Director