

Gender Pay and Bonus reporting statistics for individuals employed by Warrington Fire Testing and Certification Limited at 5 April 2024.

The gender pay gap explained:

A pay gap is the difference in median or mean pay between two groups within a workforce. It is not to be confused with equal pay. This is a different matter and is concerned with being paid equally for the same or similar work. Below we will consider the gender pay gap.

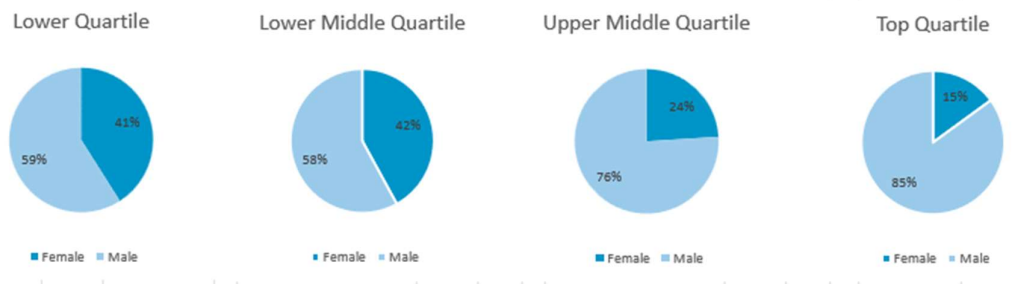
At Warrington Fire Testing and Certification Limited, we are committed to creating a diverse and inclusive place to work and to providing equality of opportunity across our organisation.

At Warrington Fire Testing and Certification Limited, salaries are the same for men and women in the same or similar roles.

Warrington Fire Testing and Certification Limited Mean hourly Gender pay gap (as at 5 April 2024)	18.9%
Warrington Fire Testing and Certification Limited Median Hourly Gender pay gap (as at 5 April 2024)	30.2%

The mean hourly pay of all our female employees in the UK is 18.9% lower than that for all our male employees, with the median hourly pay sitting at 30.2% lower.

Percentage of male and female employees in each pay quartile (as at 5 April 2024)



The charts above show the gender distribution across Warrington Fire Testing and Certification Limited in the UK in four pay quartiles.

Overall, women represent 30.7% of Warrington Fire Testing and Certification Limited employees. Women are less represented in the higher pay quartiles due to proportionally more men occupying senior level roles.

Bonus difference between all women and men	Mean	Median
Bonus (in 12 months ending on 5 April 2024)	34.0%	0.0%

The mean bonus pay of all our female employees in the UK is 34.0% lower than that for all our male employees, while there is no difference in the Median bonus pay of female and male employees. This mean difference is due to the fact there are more men than women in senior positions and senior positions attract higher levels of bonus.

Warrington Fire Testing and Certification Limited, the percentage of men receiving a bonus was 57.4% and the percentage of women receiving a bonus was 56.7%.



We are committed to attracting more women into our company and to encouraging female colleagues to progress their careers, such that we increase the gender balance at all levels within Warrington Fire Testing and Certification Limited. With this goal in mind, we continue to invest in leadership training, interview skills training and recruitment technology. We will also continue to conduct succession planning exercises in order to identify high potential female colleagues. These initiatives underscore our commitment to diversity and inclusion.

Jason Dodds

Vice President, Built Environment

Warrington Fire Testing and Certification Limited

17 March 2025