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GENDER PAY GAP REPORT 2025 REPORTING

Date: 5 April 2025

Company Name: Guardian Electrical Compliance



Introduction

At Guardian Electrical Compliance, we are committed to creating an inclusive workplace where everyone has equal opportunities to develop and succeed. We welcome the requirement to report our gender pay gap and use this information to help us better understand our workforce and identify areas where we can further improve equality of opportunity.

This report sets out our gender pay gap data as required by UK legislation and outlines the actions we are taking to continue building a diverse and inclusive organisation.

Understanding the Gender Pay Gap

The gender pay gap measures the difference between the average earnings of men and women across an organisation, regardless of the jobs they perform.

It is different from equal pay, which relates to men and women receiving equal pay for equal or comparable work.

Our Gender Pay Gap Results

Percentage of men and women in each hourly pay quarter	
Upper Q - Male	94.9%
Upper Q - Female	5.1%
Upper Middle Q - Male	98.3%
Upper Middle Q - Female	1.7%
Lower Middle Q - Male	66.1%
Lower Middle Q - Female	33.9%
Lower Q- Male	52.5%
Lower Q- Female	47.5%
Mean and median gender pay gap using hourly pay	
Mean gender pay gap using hourly pay	30.0%
Difference in hourly ROP - median	31.4%
Percentage of men and women who received bonus pay	
Males	20.1%
Females	83.9%
Mean and median gender pay gap using bonus pay	
Mean gender pay gap using bonus pay	76.6%
Median gender pay gap using bonus pay	0.0%

What Our Results Tell Us

Our gender pay gap is primarily influenced by a higher proportion of men in senior and specialist roles and a higher proportion of women in entry-level and administrative positions. We are encouraged by the representation of women across several areas of the business but recognise there is more work to do to achieve greater balance at all levels.

Actions We Are Taking to address our gender pay gap and improve gender representation across the organisation, we are committed to:

- * Reviewing recruitment and selection processes to ensure fairness and inclusivity.
- * Supporting career progression opportunities for all employees.
- * Developing talent pipelines for underrepresented groups.
- * Monitoring pay and reward practices regularly.
- * Providing leadership development and mentoring opportunities.

Looking Ahead Guardian Electrical Compliance remains committed to fostering an inclusive culture where everyone can thrive. We will continue to review our people policies, practices and workforce data to help reduce barriers to progression and create equal opportunities for all employees.

Kate Williamson
Group HR Director

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