

nec group

Gender Pay Gap Report 2024

Key Progress and Impact

At the NEC Group, we're focused on a fair, inclusive, and representative workplace. This report outlines our progress in achieving gender pay equality.

What We've Achieved

Gender Balance

- ✓ We maintain a female-majority workforce, approximately 8% more women
- ✓ Overall percentage remains consistent, with fluctuations in casual roles

Pay Gap Improvements

- ➖ In 2024, men earned 4.6% more on average than women
- ✓ The pay gap has been halved since the previous year
- ✓ We are demonstrably closing the pay gap

Role Distribution

- ✓ Women's representation in our top pay quartile had increased in the top 3 quartiles by 2% (top quartile), 4% (upper middle quartile) and 6% (lower middle quartile)
- ✓ We've seen fewer women in the lower and middle pay bands
- ✓ This shows real upward movement for women across the business

Why This Matters

These changes reflect the impact of our focused efforts to support gender equity, including:

- Data-driven action plans
- Expanded career progression opportunities
- Accountability through transparent reporting

In Summary

- Significant reduction in the gender pay gap
- Substantial increase in women in higher-paid roles
- Clear measurable progress from implemented action plans

Next Steps:

- Continued monitoring and refinement of strategies to further minimise the gap
- A full report will be published on our company website as recommended by the Government Equalities Office

Headcount

	2023			2024			Difference		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees	935	1082	2017	1004	1185	2189	+69	+103	+172
Percentage	46%	54%		46%	54%				

Hourly Pay including Bonus

	2023			2024			Comparison FY23 vs FY24
	Male	Female	Pay Gap	Male	Female	Pay Gap	
Mean Hourly Pay	£14.96	£13.54	9.5%	£16.33	£15.57	4.6%	4.9 percentage points
Median Hourly Pay	£11.00	£11.00	0.0%	£12.02	£12.00	0.1%	-0.1 percentage points

Bonus Data Only

	2023			2024			Comparison FY23 vs FY24
	Male	Female	Pay Gap	Male	Female	Pay Gap	
Mean Bonus Data	£243.67	£272.61	-12%	£278.99	£541.79	-94%	82 percentage points
Median Bonus Data	£75.00	£50.00	33%	£75.00	£50.00	33%	0 percentage points
Proportion of Bonuses (numbers)	400	421	-5%	375	403	-7%	2 percentage points
Proportion of Bonuses (%)	43%	39%	9%	37%	34%	9%	0 percentage points