

# Forsyths Limited Gender Pay Gap Report 2025–26

## Overview

At Forsyths Limited, we are committed to ensuring fairness, equality, and inclusivity in our workplace. As part of our statutory duty, we report annually on our gender pay gap, which measures the difference in average pay between men and women across our workforce.

It is important to note that the gender pay gap is different from equal pay. Equal pay means that men and women are paid the same for carrying out the same or similar work. The gender pay gap reflects the overall distribution of men and women across roles and pay levels in the company.

## Key Results (Snapshot date: 5 April 2025)

### Hourly Pay

- Women's **median hourly pay** was **33% lower** than men's (67p for every £1 earned by men).
- Women's **mean hourly pay** was **24% lower** than men's.

### Bonus Pay

- Women's **median bonus pay** was **7% lower** than men's (93p for every £1 earned by men).
- Women's **mean bonus pay** was **14% lower** than men's.
- **Bonus recipients:** 89% of women and 91% of men received a bonus.

### Pay Quartiles

The proportion of women in each pay quartile was:

- **Upper quartile (highest paid jobs):** 8%
- **Upper middle quartile:** 5%
- **Lower middle quartile:** 14%
- **Lower quartile (lowest paid jobs):** 44%

### Workforce Profile

- **Sector:** Manufacturing
- **Employee headcount:** 250–499 employees
- **Responsible person:** Fiona Toovey (Finance Director)

## **What This Means**

The data shows that women are under-represented in higher-paying roles, particularly in the upper and upper-middle quartiles. This distribution is a major factor driving the overall gender pay gap at Forsyths Limited.

## **Our Commitment and Actions**

Forsyths Limited recognises the importance of reducing the gender pay gap and is committed to:

- Encouraging more women to apply for senior and technical roles.
- Supporting career progression and leadership development for all employees.
- Continuing to offer flexible working arrangements to ensure inclusivity.
- Monitoring recruitment and promotion practices to help create a more balanced workforce.

## **Conclusion**

While progress is being made, we acknowledge there is still work to do. Forsyths Limited remains dedicated to fostering a diverse, equitable, and inclusive workplace where everyone has the opportunity to succeed.