



GENDER PAY GAP REPORT

SNAPSHOT DATE 5 APRIL 2024

Every year, employers with more than 250 employees are required to report their gender pay gap. This report summarises our gender pay gap based on the snapshot date of 5 April 2024.

Omega PLC is committed to fair pay to support our equality policy. Equal pay and the gender pay gap both deal with the levels of pay males and females receive at work and are both important, however constitute two different measures.

The gender pay gap shows the difference between the average (mean) hourly earnings of males and females across all roles in the business. This is different to the statutory requirement for equal pay, which legislates that the same rate of pay must be given to males and females performing at the same level, where the work they do is the same, similar or of the same value.

All hourly paid staff and certain office roles are paid the same rate regardless of their gender. Gender is irrelevant to our decisions on pay. Bonus qualification is applied equally to males and females. A positive figure means the gender pay gap is in favour of males.

The percentage of relevant employees at the snapshot date for this report was 70% male, compared to 30% female. Across Omega, our average (mean) gender pay gap on 5 April 2024 was 10% in favour of males and the median gender pay gap was in favour of females by 1.4%.

The average (mean) bonus gender pay gap, favours males at 22%, and this is primarily due to a higher concentration of men in roles with greater bonus earning potential, such as management and sales positions. However, this gap has reduced by 9% compared to the snapshot from 2023.

The key measures are summarised in the table below:

Mean gender pay gap	10%
Median gender pay gap	-1.4%
Mean bonus gender pay gap	22%
Median bonus gender pay gap	19%
Proportion of males receiving a bonus payment	87%
Proportion of females receiving a bonus payment	88%

Demographically, the business has historically operated in what was a male dominated industry and there has been a reduction of salaried females within the business since the last gender report. This reduction has been predominantly in sales roles. Females in Management roles has increased by 2% on 2023. The split between males and females is summarised below:

Proportion of males and females in each quartile pay band:

	Female %	Male %
Q4 - Upper	21	79
Q3 - Upper Middle	29	71
Q2 - Lower Middle	30	70
Q1 - Lower	27	73

Proportion of males and females in each category:

	% Of Total Workforce	Female	Male
Management	15	29%	71%
Salaried	33	23%	77%
Hourly Paid	52	33%	67%

Declaration

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Hendry
Finance Director
April 2025