

Gender Pay Gap Report 2025



Gender Pay Gap Statement

As an employer of more than 250+ employees, Adler & Allan are required by law to undertake Gender Pay Reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are required to publish a gender pay gap statement by 4th April 2025. The Board of Directors has overall responsibility for promoting compliant practice in relation to equality in the workplace and upholding core principles of fairness and any related legal obligations. The Human Resources Director is the appropriate person to sign this statement on behalf of the Company. We continue to make a strong commitment to the principles of equal pay and the elimination of any gender bias in salary structure, role allocation, recruitment & selection, promotion, and systems of pay.





What is the Gender Pay Gap?

The gender pay gap is the difference in average earnings between men and women regardless of the roles they do.

Gender pay differs from equal pay which looks at the actual pay differences between people carrying out the same or comparable work.

Adler & Allan acknowledges and complies with the requirement to publish the gender pay gap information between male and female employees. Our calculations have been carried out in accordance with the regulations using data collected on 5th April 2024.

We are committed to the principle of equal pay for all our employees and aim to identify and eliminate any bias in pay and reward related to any of the protected characteristics defined in the Equalities Act 2010.

The Adler & Allan Group aims to establish equitable and transparent pay and reward systems to inspire confidence among employees, prospective hires, and stakeholders.

Our commitment extends to eliminating biases, achieving equal pay, and addressing other workplace inequalities.

We understand that workplace inequality and occupational segregation undermine the principles of workplace equality. Furthermore, we acknowledge the strategic importance of implementing fair and transparent pay and reward systems, which not only uphold these principles but also contribute to a better understanding of costs.

We recognise that the analysis of pay and rewards and in some cases, the greater availability of part-time and senior positions being available to all employees may have a positive impact on the pay gap.



Our progress

This year we have embarked on a journey to strengthen our approach to ESG (Environmental Social and Governance).

Gender pay equity and Diversity, Equity, and Inclusion initiatives fall under the social aspect of ESG. By prioritising closing the gender pay gap and fostering diversity, equity, and inclusion, we demonstrate our commitment to social responsibility. Further details regarding our efforts to enhance diversity, equity, and inclusion can be found in our **ESG report**.

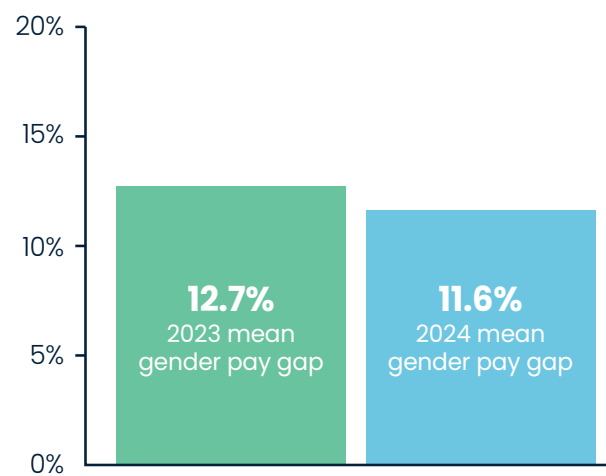
In addition to the strategies outlined in our ESG report, we remain committed to our family-centric approach to assist all our working parents to provide practical and financial support to women, parents, and families, reinforcing our commitment to their well-being.

The recent launch of our second Making Waves initiative demonstrates our commitment to change and nurturing a workplace culture of equality, inclusivity, and respect. Women Making Waves continues to feature in our commitment to empower women in the workplace. We have recently introduced three new initiatives and support groups – Working Carers, Menopause and Menstruation and Career Development and Mentoring our designed to support and tackle key workplace challenges to create a more inclusive, supporting and thriving workplace.

We are pleased that our gender pay gap statistics have shown improvement over the past year. Given our position in a male-dominated industry sector, effecting immediate change presents us with unique challenges. However, these challenges drive us to continue to make positive changes, championing diversity, equality and inclusion across all areas of our organisation.

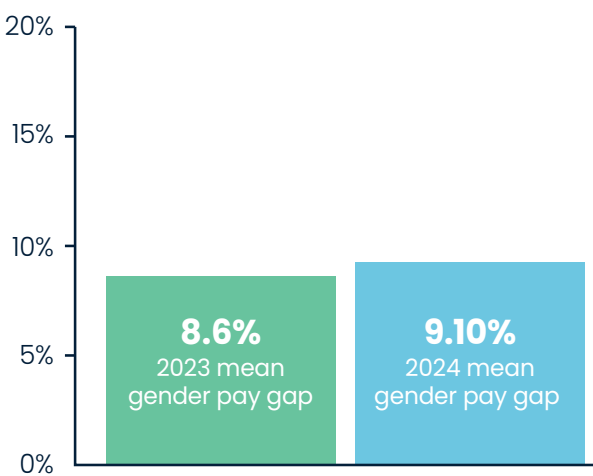
2024 at a glance

Mean gender pay gap*



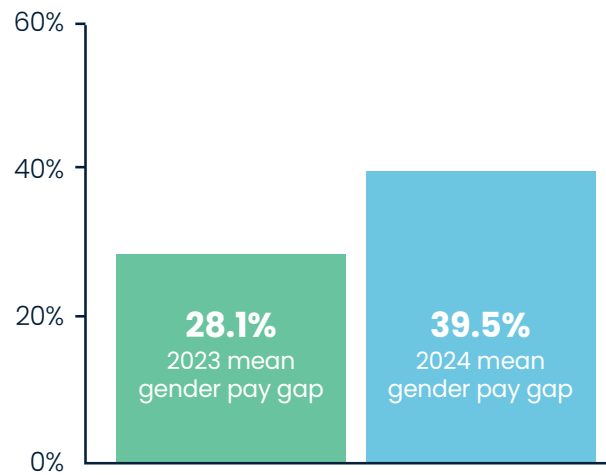
In 2023 the mean gender pay gap was 12.7%, this decreased to 11.6% in 2024.

Median gender pay gap*



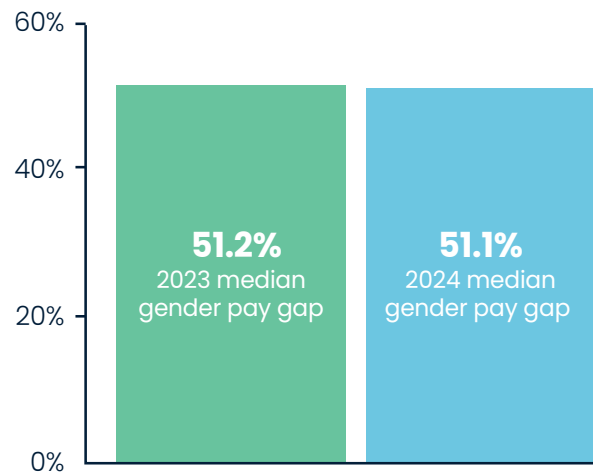
In 2023 the median gender pay gap was 8.6%, this increased to 9.10% 2024.

Mean bonus gender pay gap*



The mean bonus gender pay gap has increased to 39.5 in 2024 from 28.1 in 2023.

Median bonus gender pay gap*

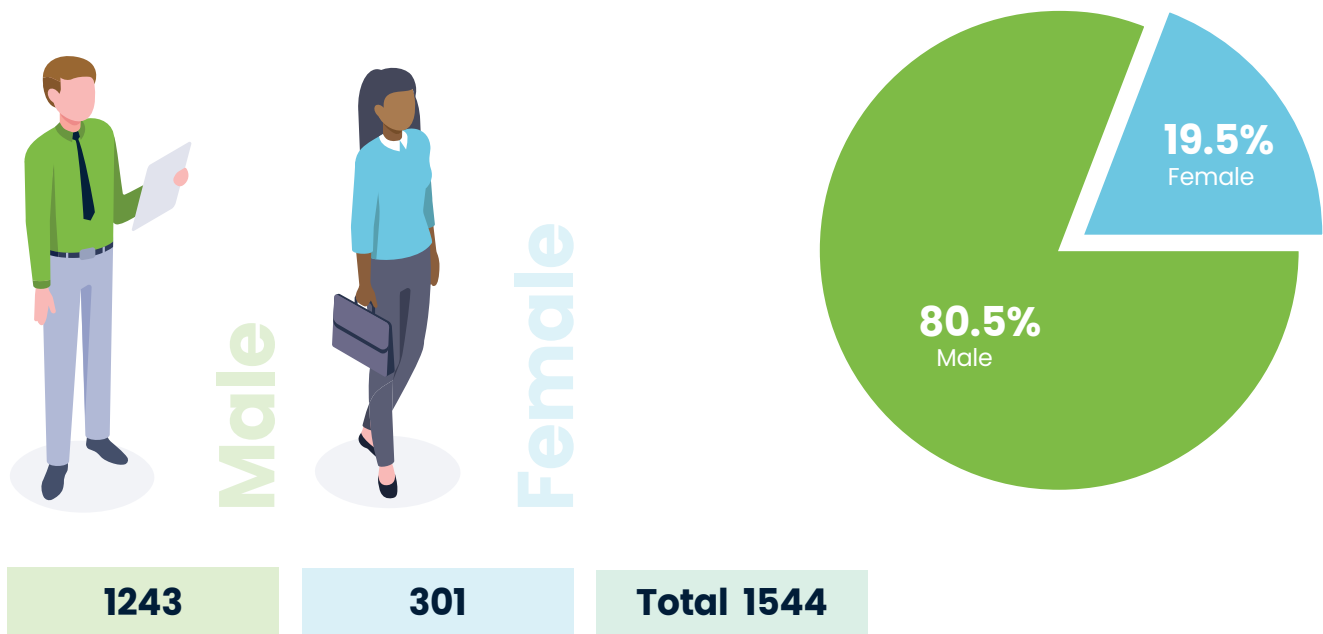


The median bonus gender pay gap has reduced to 51.1% in 2024 from 51.2% in 2023.

*Adler and Allan Ltd data only

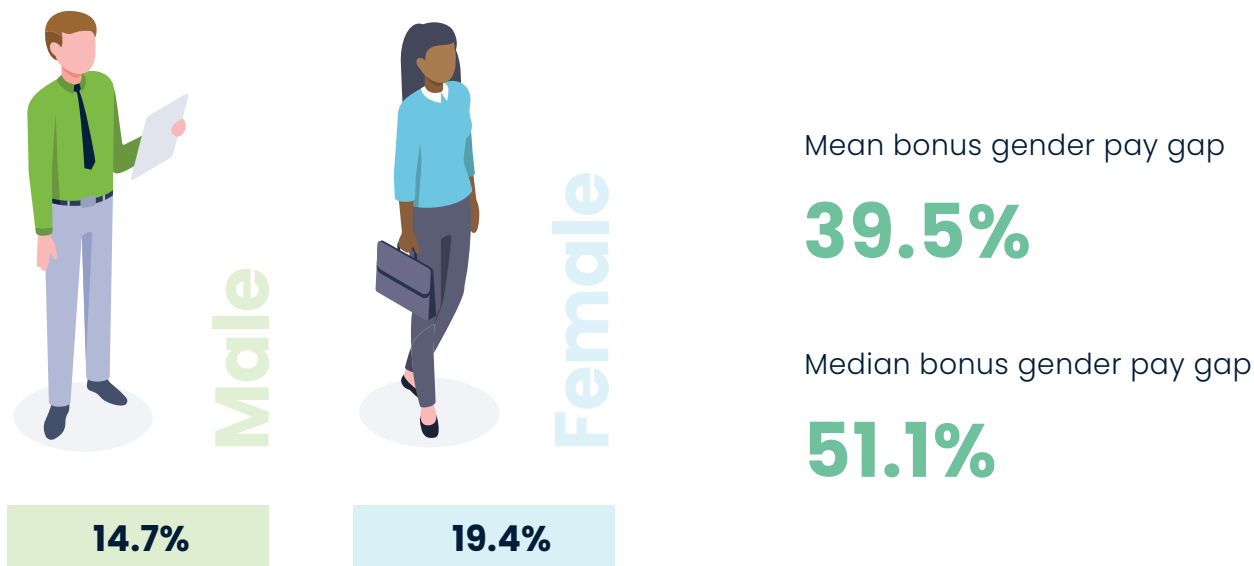
Our workforce

The female population has increased across the group by 85 and by 20 in Adler & Allan.



Bonuses

The proportion of men and women receiving bonus in 2024 has increased from 2023.

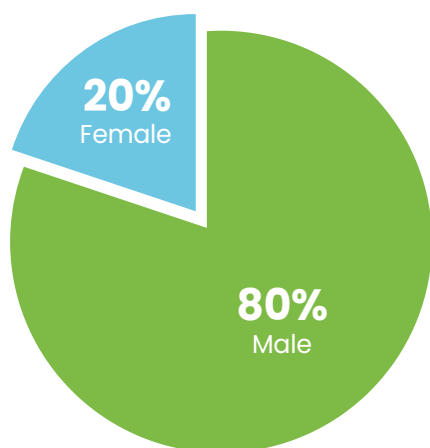


Pay quartiles

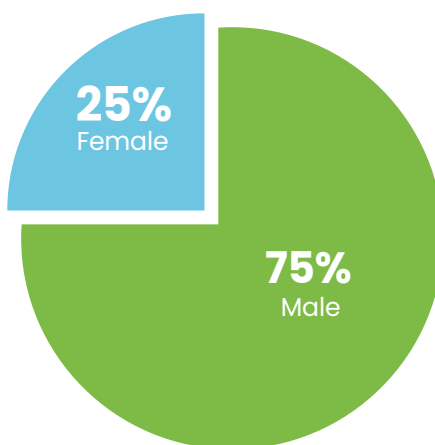
Quartile pay bands are calculated by arranging hourly rates from highest to lowest, dividing the list into four equal parts and calculating the proportion of males and females in each quartile.

The proportion of women in the upper and upper middle quartiles has increased but the proportion of women in the lower middle and lower quartiles has decreased.

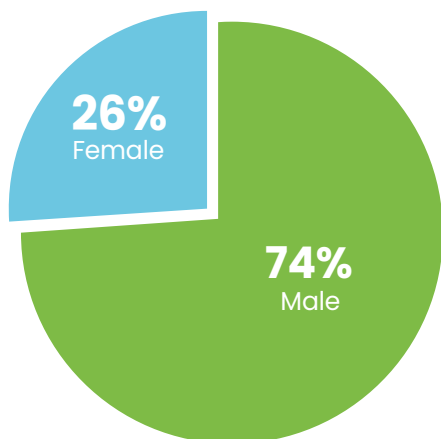
Upper quartile
(Highest earners)



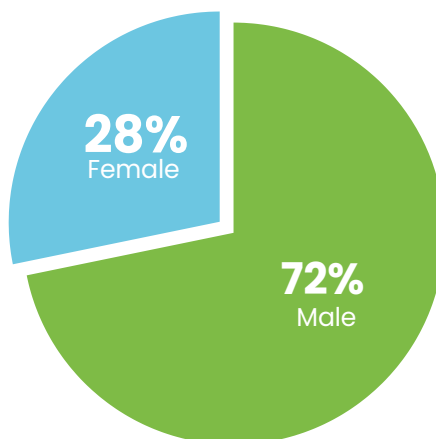
Upper middle
quartile



Lower middle
quartile



Lower quartile
(Lowest earners)



Our commitment to closing the gender pay gap

Our objectives are to:

- Monitor gender pay gaps, workplace opportunity and the availability of part time and hybrid/flexible working opportunities.
- Identify, as soon as possible, and take steps to eliminate unfair, unjust, or unlawful practices in relation to pay, reward and employment opportunities.
- Take appropriate steps to introduce processes, procedures and other measures to avoid disparity in pay and reward.

We will:

- Endeavour to operate a pay strategy that promotes and encourages equal pay for work of equal value and single status terms and conditions of employment.
- Challenge expectations that employees in certain posts should work longer or unpredictable hours.
- Appoint and reward on merit, assessing each case fairly and applying the same approach to recruitment and promotion.
- Make reasonable adjustments to support employees to undertake work and/or tasks offering promotive opportunity.
- Maintain a culture that challenges any stereotypes relating to any element of an employee including ability to undertake any work, particularly of a higher grade.
- Respond to grievances and complaints relating to any alleged prejudicial treatment relating to opportunity, pay, reward and promotion.
- Consult and plan actions in consultation with employees, designated representatives, or any other employee body, including trade unions or professional organisations.
- Review progresses every twelve months and complies with the requirement to publish results associated with Gender Pay Gap reporting The Company's objectives are to:
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 - Take any appropriate steps, introducing processes and procedures and other measures to avoid disparity in pay and reward.

Signed:



Date: March 2025

Carla Murray

Human Resources Director