



# BRIDGING THE GAP

**UK Gender Pay Gap Report 2024**



## Introduction

**With clarity and commitment, we share our 2024 median gender pay gap across our UK entities: 14.4%, a marked improvement from 26.2% in 2023. This 11.8% reduction reflects meaningful momentum - but not mission accomplished.**

We acknowledge that while the numbers show progress, they also reveal the work still ahead. Women remain underrepresented in our most senior roles, and true equity cannot be achieved without sustained focus.

Driven by our commitment to creating an environment where every colleague can thrive, regardless of gender. Our progress this year stems not only from policy and process, but from an organisation wide focus toward accountability, inclusivity, and fairness.

Through deliberate action—whether by embedding equity into succession planning, rethinking how we attract talent, or auditing our pay structures—we are moving closer to a workplace that reflects the diversity of our community and the values we hold.

As Chief Executive Officer and Director of People & Culture, we reaffirm our shared resolve to drive gender equity and to build a people-first culture rooted in trust, and opportunity for all.

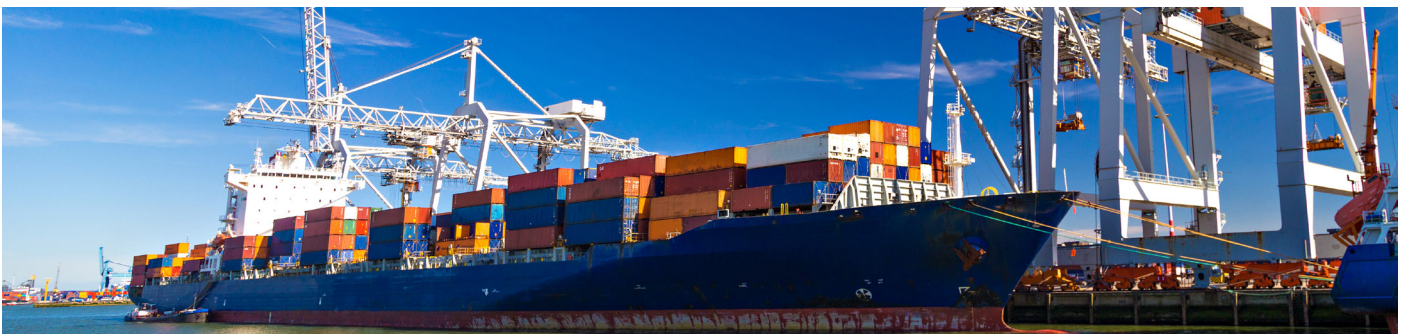


**Robert Kledal**  
Chief Executive Officer



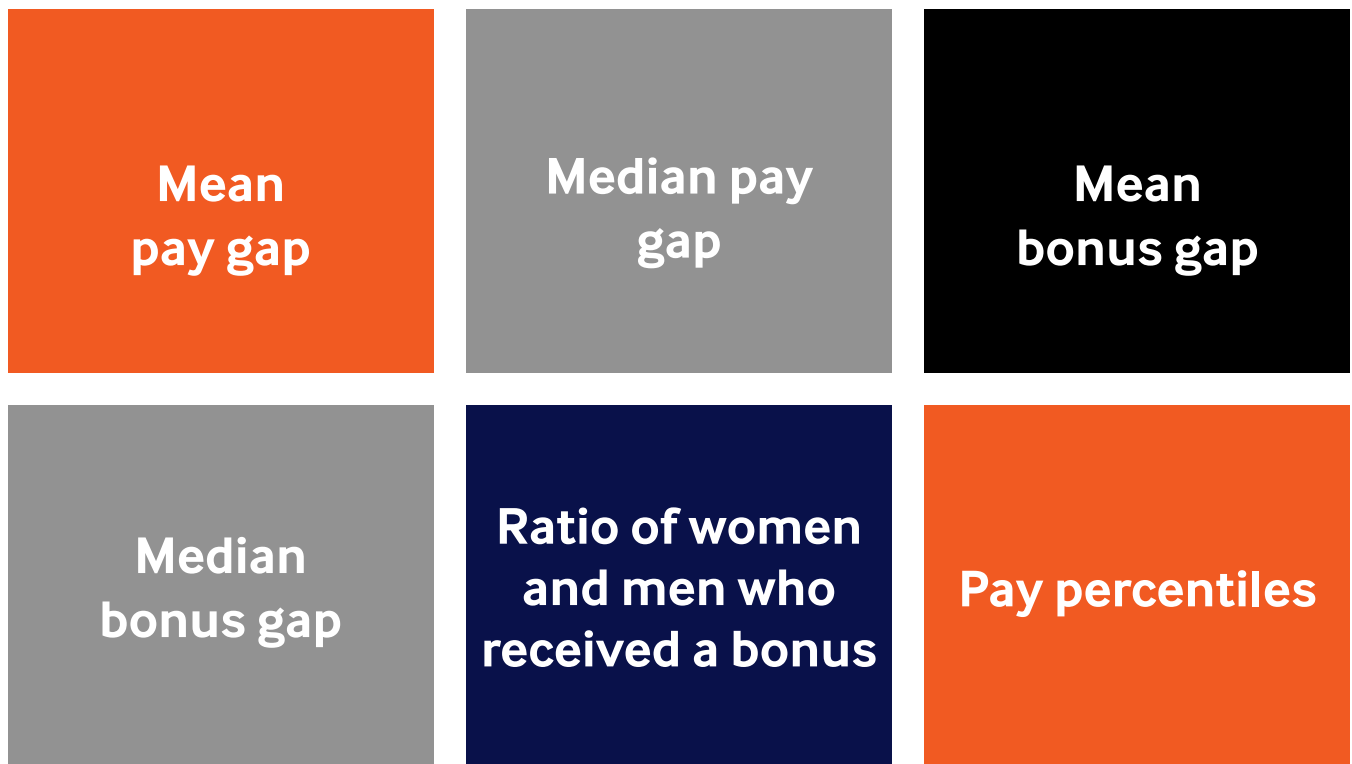
**Ashleigh Hamilton**  
Director of People & Culture

**Our median gender pay gap 14.4%**



## The Gender Pay Gap at Survitec

Under UK Legislation all organisations with 250 or more colleagues are required to report on their gender pay gap annually. This includes six key metrics:



The median is the middle point of a range of numbers and the mean is the average of a range of numbers.

The **median** represents the middle point in a range of values and is generally considered a more accurate reflection of typical pay, as it is less affected by extreme values or outliers. In contrast, the **mean** (or average) can be skewed by very high or low figures, which is why we place greater emphasis on the median when interpreting our results.

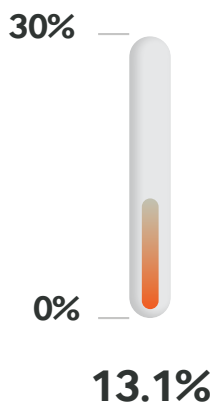
This report includes all colleagues employed by Survitec in the UK as of April 2024, including those in England, Scotland, Northern Ireland and Wales.

As our RFD Beaufort entity has over 250 colleagues we have to officially report on them for statutory purposes separately. The median gender pay gap for RFD Beaufort was -4.1% and the median pay gap for all remaining UK entities, RFD Beaufort excluded, was 18.6%. Therefore, the combined median gender pay gap, for colleagues employed under all UK Survitec entities as of April 2024, is 14.4%. The figures detailed in the remainder of this report are the combined figures.

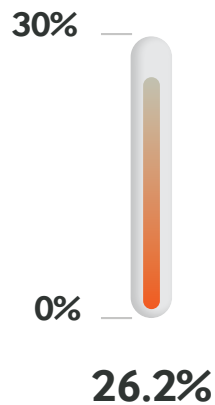


## National vs Survitec Median Gender Pay Gap Results

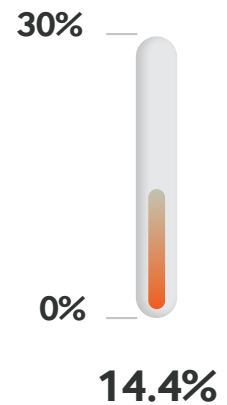
### Office of National Statistics



### Survitec Group 2023



### Survitec Group 2024

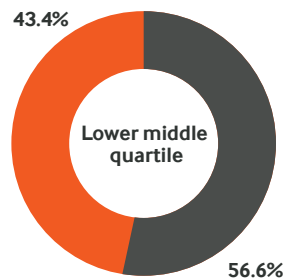
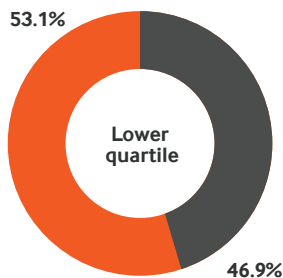


### Action taken

A review of our family friendly policies was completed to ensure they are inclusive for all genders, focusing on maternity, shared parental leave and flexible working offerings to ensure that our current benefits are in line or better than the market. We made a strategic decision to **enhance our maternity leave pay**.

This change reflects our belief that financial security during maternity leave is essential to retaining and supporting talented women during key life transitions. We focused on support for women returning from maternity leave and parental leave returners to ensure that they are fully supported to increase their opportunities of career progression.

## Proportion of women and men in each pay quartile



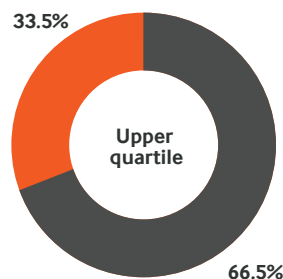
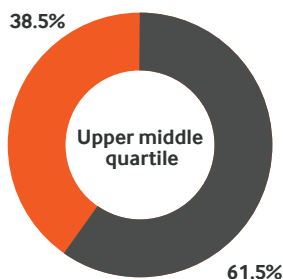
### Gender pay gap headcount based on



Women - 459 (40%)



Men - 631 (60%)



### Pay Quartiles

Pay Quartiles show the proportion of team members in each quartile that are women and men. Reporting for 2024 is based on a **5th April 2024** snapshot date.

Women make up **40%** of total team members in the gender pay gap report.

**Upper Quartile:** This highlights continued underrepresentation of women in the most senior and highest-paid roles. of the **25%** highest paid employees, **33%** of them are females although we have seen an increase of **11%** from last year.

**Lower Quartile:** Women continue to outnumber men, reflecting improved female participation in junior professional and manufacturing roles.

**Middle Quartiles:** Gender balance is improving, though disparities remain—particularly in the upper middle segment.

Team members who are considered “relevant colleagues” for Gender pay gap reporting on the snapshot date of 5th April 2024 are included in the Bonus Gap figures. This data point covers 1090 colleagues of which 45 received bonus, which includes commission and performance-related incentives, 11 of those were women.

### Pay Gap

#### Median pay Gap

**14.4%**

#### Mean pay Gap

**33.2%**

### Bonus Gap

#### Median bonus Gap

**-61.1%**

#### Mean bonus Gap

**4.8%**

### % receiving Bonus pay

#### Women

**1.4%**

#### Men

**3.6%**

We saw a substantial shift in the gender bonus pay gap between April 2023 and April 2024, reflecting significant progress in bonus equity across our UK operations.

Key Improvements:

- The mean gender bonus gap dropped from 85.1% in 2023 to just 4.8% in 2024, indicating a major closing of the gap in average bonus payments.
- The median bonus gap reversed entirely—from 78.7% in favour of men in 2023 to -61.1% in favour of women in 2024. This suggests that, at the midpoint, women received higher bonus amounts than men in the reporting period.

These improvements point to a significant recalibration in how bonuses are awarded and distributed. However, it's important to consider the influence of sample size and participation rates on these figures:

Bonus Participation Rates:

- Bonus receipt among men declined from 8.1% in 2023 to 3.6% in 2024
- For women, the percentage receiving a bonus also fell, from 2.8% to 1.8%

While the overall bonus gaps have narrowed, the relatively low bonus participation—especially among women—means that these results may be influenced by a small subset of colleagues.

### Looking Ahead

Our 2024 data reflects welcome progress in bonus equity, particularly at the median level, it also highlights the need for **ongoing monitoring** to ensure sustainable, inclusive bonus structures that reflect contribution fairly.

We will continue to embed fairness into our total reward strategy, ensuring that all colleagues—regardless of gender—have equal opportunity to participate in and benefit from performance-related compensation.







Committed to reviewing benefits  
eligibility and consistency



Committed to reviewing our  
current policy on bonus eligibility

The nearly 12-point reduction in our gender pay gap is a testament to our eagerness to reduce the gap and deliver gender equality across our business.





## Terminology used in this report

### Mean pay gap

If we add together all the hourly rates of our men, calculate the average and then do the same for our women, the mean pay gap (as a percentage) is the difference in pay between the average men and women hourly rate.

### Bonus pay gap

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of our men and women receiving a bonus (as a percentage of the total of our men and women).

### Median pay gap

The median is the middle value of all hourly rates when ranked. If all our men stood in a line in order of lowest hourly rate earner to the highest and all our women did the same, the median pay gap (as a percentage) is the difference in pay between the middle colleague of all men and the middle colleague of all women. We look at the median as it's less affected by numbers at the top end of the pay range, for example the earnings of a small number of senior executives.

### Gender pay gap

The difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce. It's calculated as the difference between average (mean or median) hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings. This is different to equal pay which is men and women earning the same pay for the same role.



## About us

We are pioneers of Survival Technology. Our wearable survival equipment, fire solutions and survival craft technology keep people safe when their life depends on it. We have over 3,000 people that work with our partners in 96 countries to provide trustworthy solutions that reduce risk and help protect lives.

We are the world's largest manufacturer and supplier of liferafts, Marine Evacuation Systems (MES) and offshore rental PPE. We remain a leading supplier of fire solutions to the maritime industry and hold a market-leading position for Pilot Flight Equipment in the aerospace & defence market.

### Our Vision

**To be the world's most trusted company for critical safety and survival solutions**

### Our Purpose

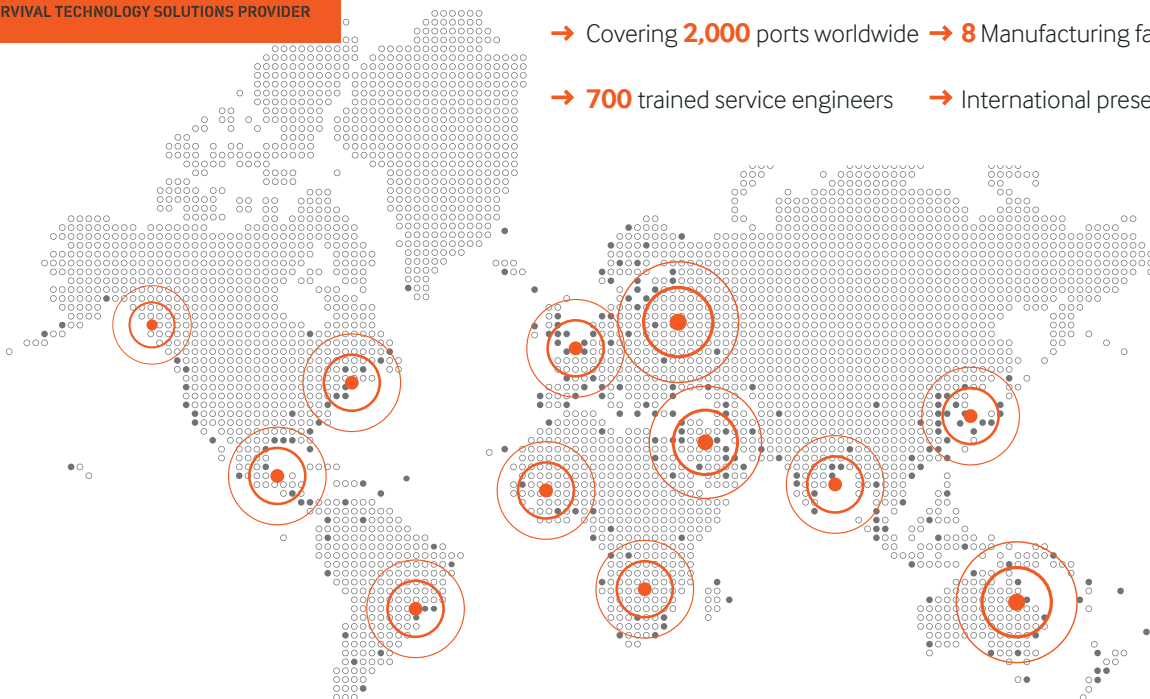
**We Exist to Protect Lives**

### Our Values

**Our values of Drive, Collaboration, Innovation and Resolve form the framework for achieving our vision**

**WORLD'S LARGEST**  
SURVIVAL TECHNOLOGY SOLUTIONS PROVIDER

- **410** accredited service stations → More than **3,000** colleagues
- Covering **2,000** ports worldwide → **8** Manufacturing facilities
- **700** trained service engineers → International presence in **96** countries





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