

ETHOS ENGINEERING GENDER

PAY GAP REPORT 2024

Ethos Engineering: A Commitment to Equality

Snapshot date for Ethos Engineering Ltd. is 27th June 2024
Public reporting by 27th December 2024

CEO PERSPECTIVE

“This report is just the beginning of a committed journey. We are dedicated to continuous improvement, ensuring equality is embedded in all we do.” - Greg Hayden

HEAD OF PEOPLE PERSPECTIVE

“This report helps us understand where we are, and where we need to improve, in supporting an inclusive, balanced workforce.” - Alison Heffernan

Our First Report

Ethos Engineering's first Gender Pay Gap report for 2024.

Report Scope

Includes mean and median pay gaps, bonus pay gaps, and BIK.

Methodology

Calculations based on Employment Equality Act 1998.

GPG Drivers: Understanding the Gap



Industry Trends

Lower female representation in engineering roles



Senior Roles Distribution

Higher volume of male in senior positions



Recruitment Practices

Need to improve female representation in engineering roles



Distribution by Department

Female representation is more quickly achieved in non-engineering roles

Our Actions: Building an Equitable Future

2. AI-Assisted Recruitment

Pilot AI-assisted recruitment to drive more balanced representation

4. DE&I Initiatives

Continue to build on the momentum of DE&I initiatives

6. Employee Benefits

Our goal is to review employee benefits to offer better balance between genders

1. Succession Planning

Focus on building a pipeline of female into senior leadership

3. Mentoring Programs

Relaunch mentoring programs in 2025, tailored to meet the needs of female staff

5. Rewards Scheme Revision

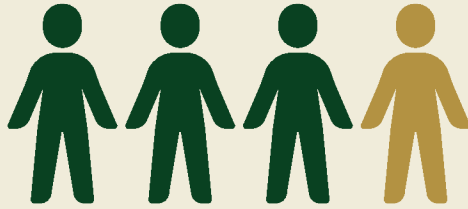
Review the rewards scheme in 2025, focusing on more even distribution between genders

Ethos Engineering Gender Pay Gap Report 2024

ETHOS ENGINEERING IS COMMITTED TO EQUALITY AND EQUAL PAY FOR THE SAME OR SIMILAR JOBS ACROSS ALL EMPLOYEES

OUR GENDER DISTRIBUTION

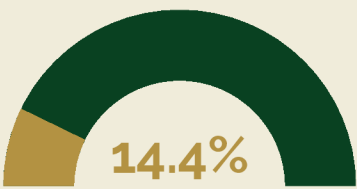
186 RELEVANT EMPLOYEES ON SNAPSHOT DATE



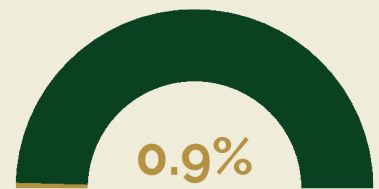
77% MALES

23% FEMALES

GENDER PAY GAP

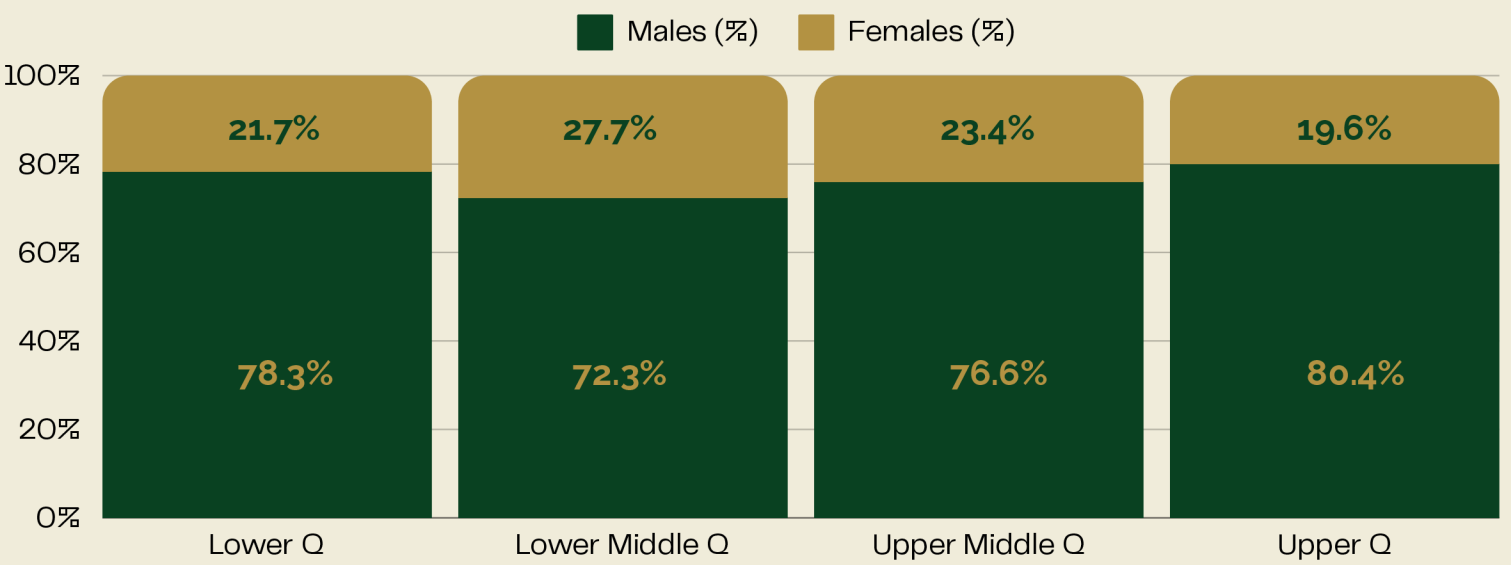


Mean hourly gender pay gap (all)

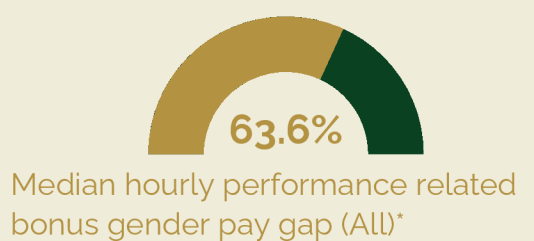
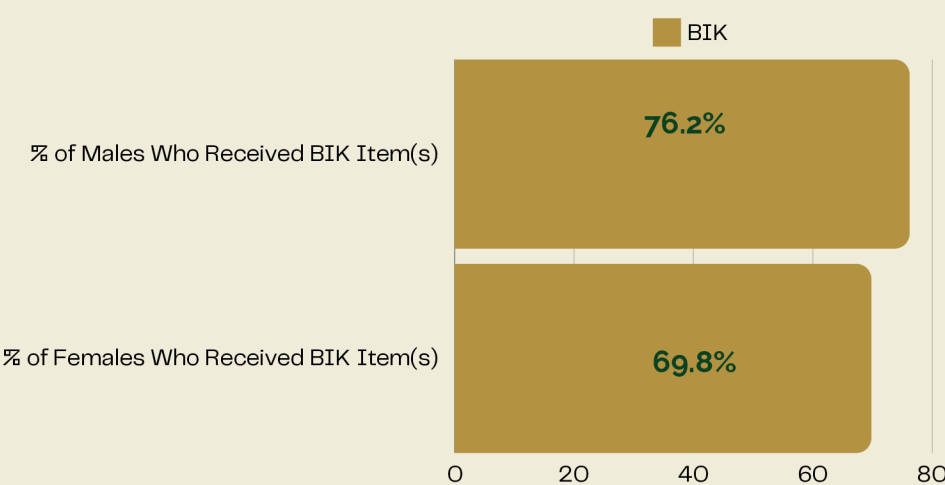
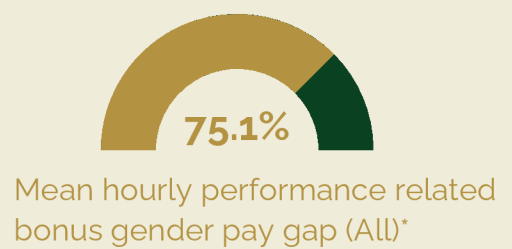
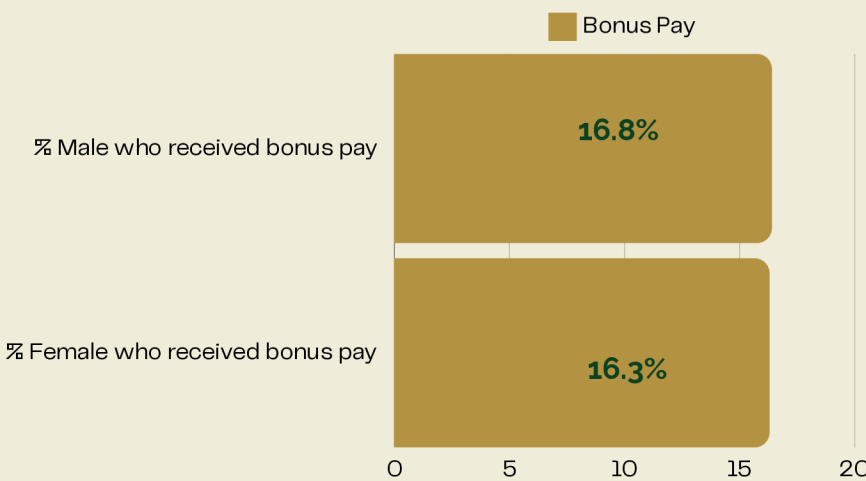


Median Hourly gender pay gap (all)

PAY QUARTILES



BONUS PAY & BIK



*The successful 2024 private equity event has temporarily increased the mean and median gender pay gaps for bonuses. While this impacts the current figures for gender pay gap reporting in 2024, we remain committed to creating balance and equity across all areas. Our ongoing efforts aim to foster a fair and inclusive workplace, strengthening our position as an employer of choice.