

Gender Pay Gap Report 2025 – for 5th April 2024



Our Values



Pay & Bonus Gap - 2024

Pay and Bonus Gap Difference between Men and Women

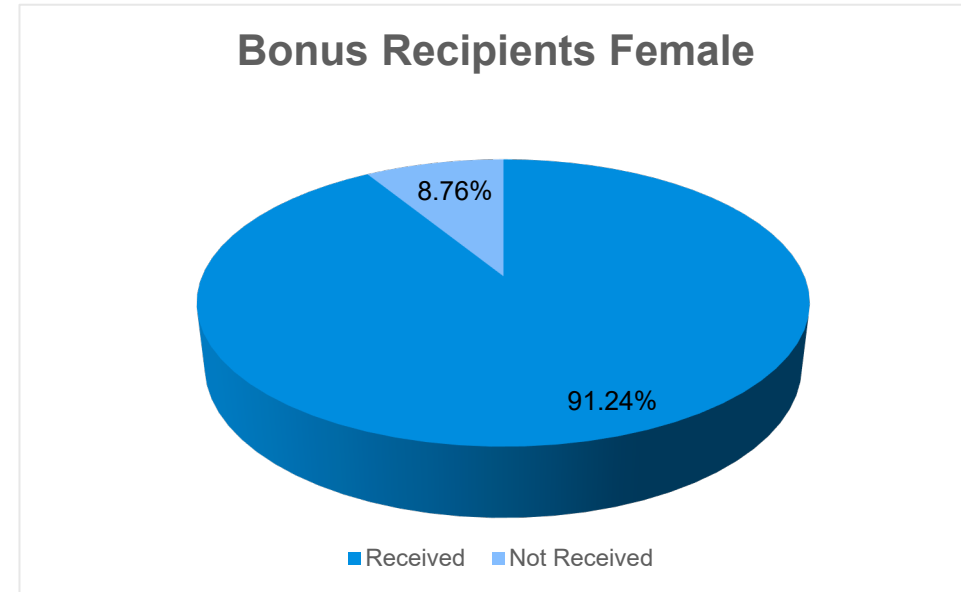
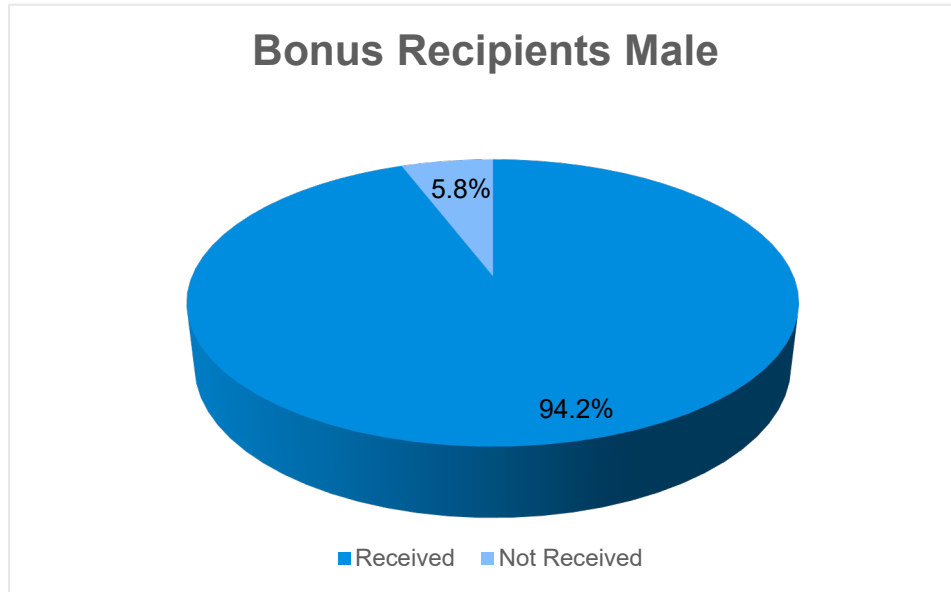
%	Mean	Median
Hourly Fixed Pay	12.4%	17.2%
Bonus Paid	-30.8%	0%

This table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2024). It also captures the mean and median difference between bonuses paid to men and women at Welland Medical Limited in the year up to 5 April 2024, i.e. for the 2023 performance year.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

The bonus gap of -30.8% was primarily due to a greater percentage of female senior management (directors).

Proportion of employees awarded a Bonus

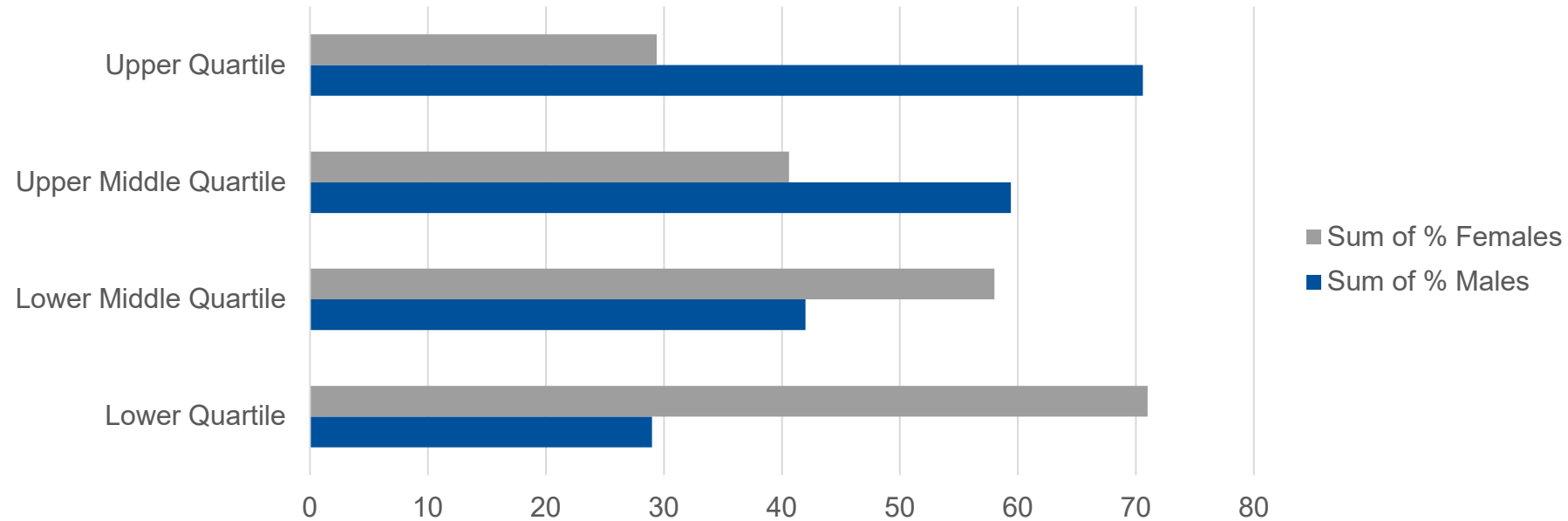


These charts show that 94.2% of men and 91.24% of women received a bonus, as at the snapshot date (5th April 2024)

The population at the time was almost equal number of female and male employees (49% / 51%)

The male and female individuals who did not receive a bonus were not employed in 2023.

Pay Quartiles



These charts illustrate the gender distribution at Welland Medical Limited for full pay relevant employees, across four quartiles.

Whilst we employ a similar number of men and women across the organisation, we have a greater percentage of women in the lower quartiles in operator roles, with a greater percentage of men in our Engineering and R&D roles, which fall in the upper middle and upper quartiles.

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

Samantha James
Managing Director
For and on behalf of Welland Medical Limited

Date: 11th March 2025