

Gender Pay Gap Report 2023/24

Foreword



The overall workforce in Denholm Industrial Services has increased by 29.6%, with a slight decrease in the gender balance due to more males than females joining

the business. However, the mean pay gap has reduced by over 6% and while the proportion of female workers in the upper quartile has decreased slightly, the upper middle and lower middle quartiles has increased to 3.06% and 14.11% respectively. Positively the median pay gap has also almost halved since the previous year's submission.

Denholm Industrial Services does not operate a formal bonus scheme and during time period paid a discretionary bonus to fourteen employees during the period. Despite a small number of people receiving a bonus, the proportion of females receiving a bonus has increased from 0% to 4.08% due to no females receiving a bonus during the last period and 2 receiving a bonus this year.

The disparity in our figures between female and male pay remains due to the inherent nature of the industries in which we operate. We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. The talent gap generally begins with very few females joining the industrial services workforce at entry level, resulting in a non-diverse gender candidate pool when job promotion opportunities arise.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Steve Hill
Managing Director,
Denholm Industrial Services Limited

Action Plan

We reported on this last year and highlighted our “**Action Plan**” to reduce the pay gap; these actions included:

- ◆ Highlighting **career options** at DIS via schools and college visits.
- ◆ Launching the “**Pathways Programme**” to enhance and foster career development and career mobility.
- ◆ Creating development **opportunities specific to women in our business**, namely the Impact Leadership Coaching Course.
- ◆ **Equality and Diversity and Sexual Harassment training** has been rolled out to all employees.
- ◆ Proactively **utilise apprenticeships** as a mechanism to attract females into the industry.

As a result, 2024 has seen a decrease in the overall gender pay gap from 2023 to 2024. Some of the above initiatives are still in progress and have rolled into 2025.



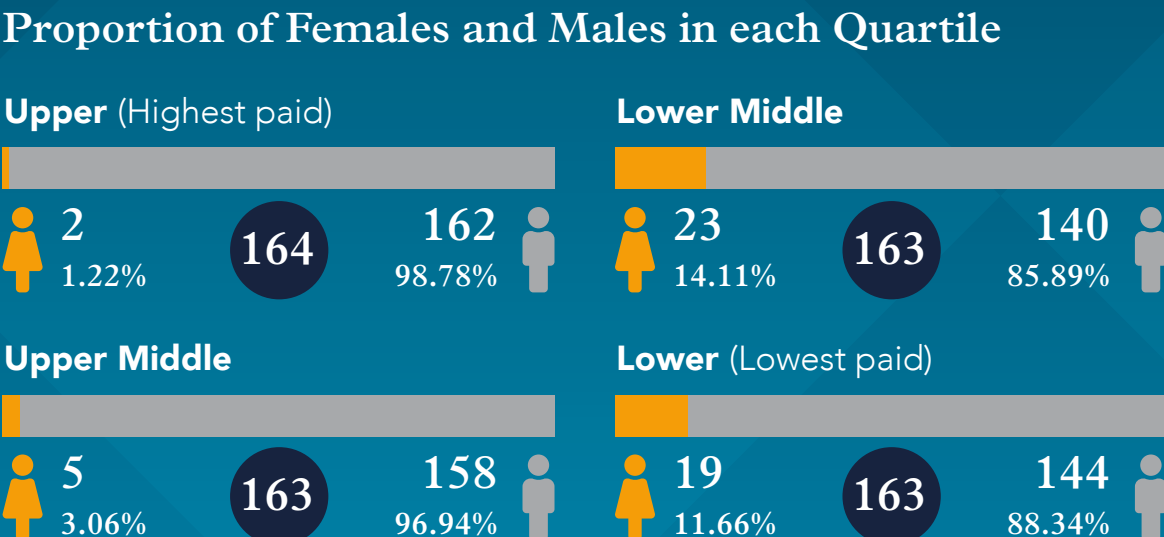
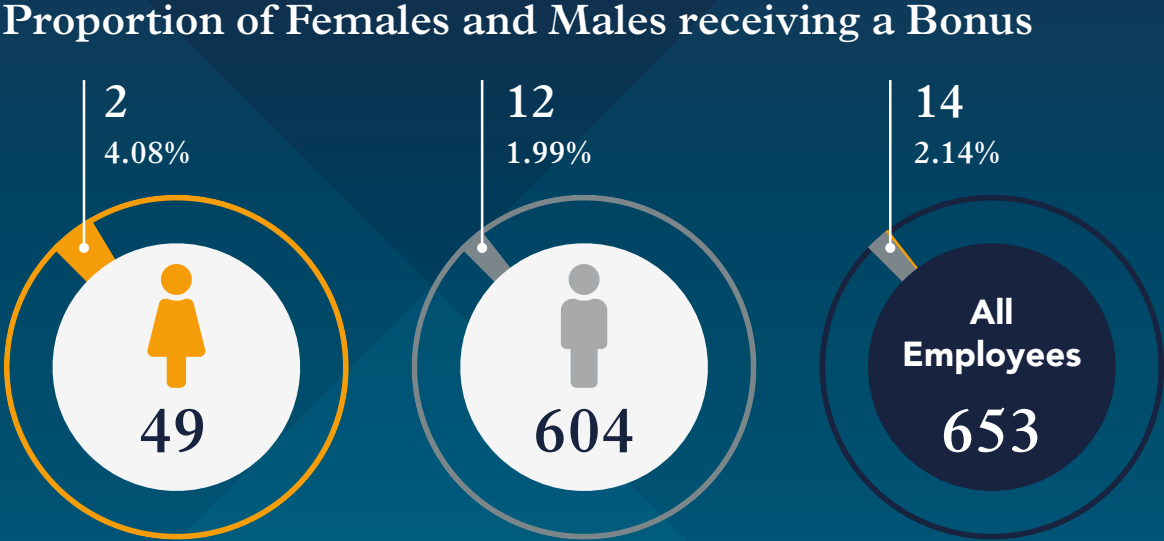
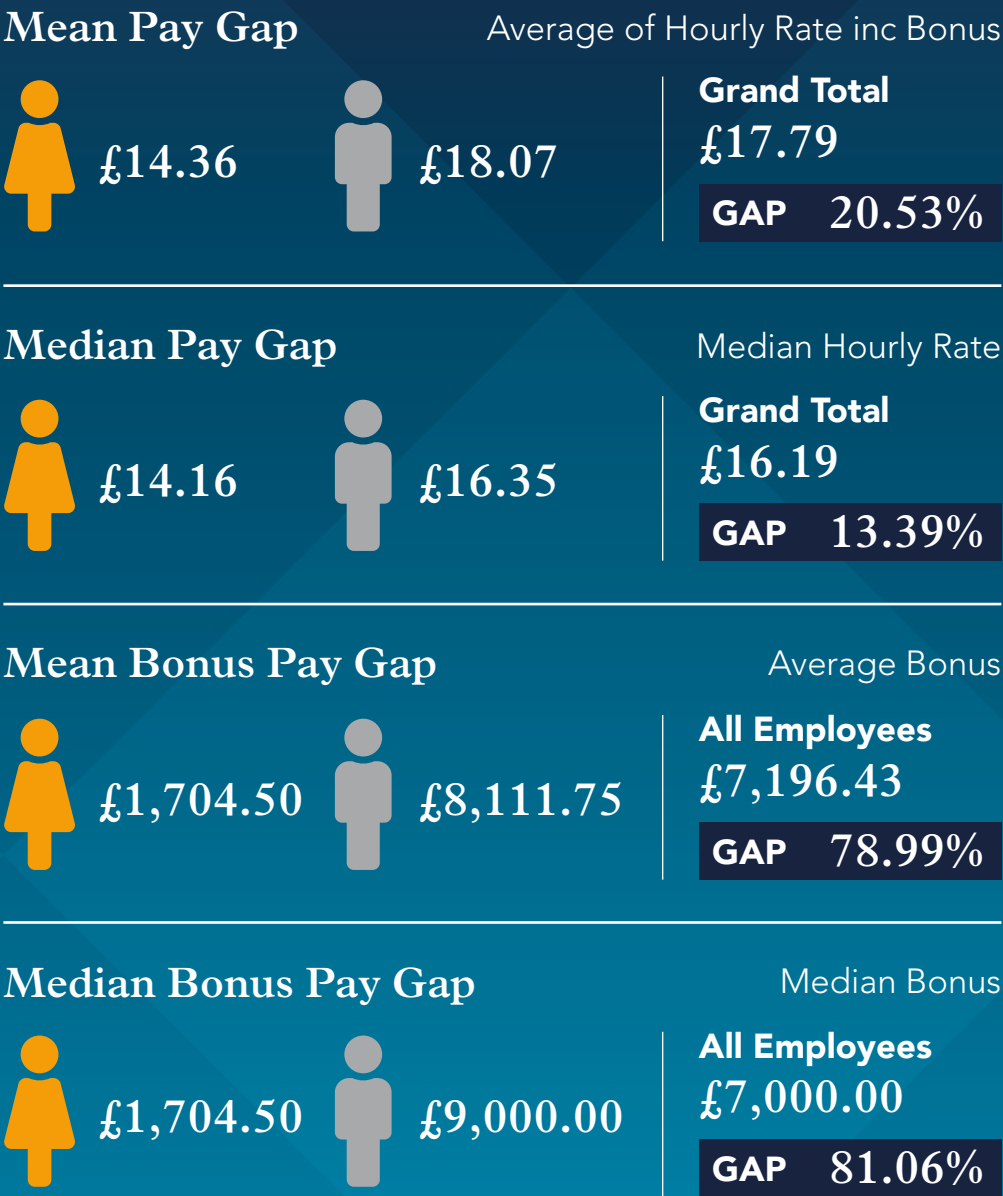
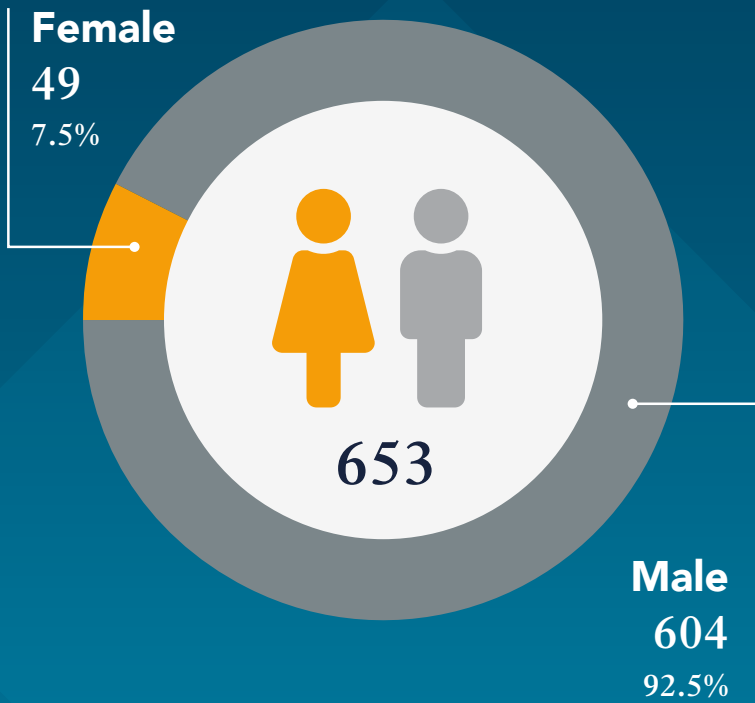
Our Commitments

Denholm Industrial Services – and the industry at large – recognises the importance of a workforce that is representative of the wider communities of which we are proud to be a part. To maintain momentum on closing the gender gap further, the initiatives set out in our action plan are continuous in nature and have therefore been extended into 2025.



Key Statistics

Headcount and Gender Split



Key word	Definition
Pay gap	Difference in the average pay between two groups.
Median gap	Difference between the median hourly rate of pay for female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Mean bonus gap	Difference between the mean bonus paid to female and male employees. Mean is the sum of the values divided by the number of values.
Median bonus gap	Difference between the median bonus pay paid to female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the bonus pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Bonus proportions	Proportions of female employees who were paid a bonus, and the proportions of male employees who were paid a bonus.
Quartile pay bands	Proportions of female and male employees in the lower, lower middle, upper middle and upper quartile pay bands. Quartile is the value that divides a list of numbers into quartiles.
Equal pay	Being paid equally for the same/similar work.

