

AVI-SPL UK Limited – Gender Pay Gap Reporting April 2025

At AVI-SPL, we are committed to building an inclusive workplace where all employees are valued equally with the opportunity to thrive.

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This gender pay gap report represents our ongoing commitment to understanding and addressing pay disparities, measuring the difference between the average earnings of all men and women across AVI-SPL UK Ltd, regardless of role, seniority, or location.

It is important to note that the gender pay gap differs from equal pay. Equal pay deals with differences in pay between men and women who carry out the same or similar jobs, or work of equal value. We are confident that we have equal pay for equal work, but we do have a gender pay gap when we compare the overall average pay and bonuses for men and women.

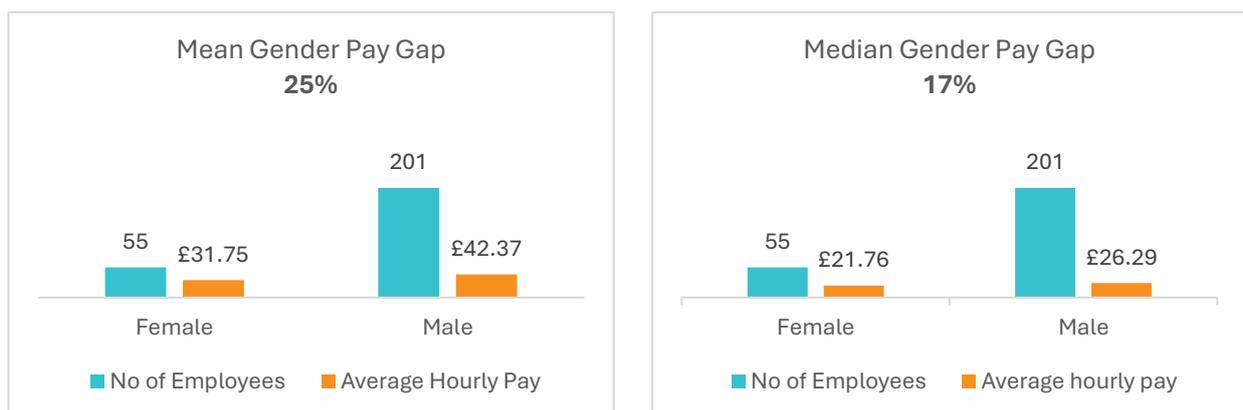
Reporting obligations

This report presents the six mandatory metrics specified in the gender pay gap reporting legislation:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage.
2. the difference in the median pay of full-pay men and women, expressed as a percentage.
3. the difference in mean bonus pay of men and women, expressed as a percentage.
4. the difference in median bonus pay of men and women, expressed as a percentage.
5. the proportion of men and women who received bonus pay; and
6. the proportion of full-pay men and women in each of four quartile pay bands.

Gender Pay Gap

Our data shows that as of 5th April 2025, our mean gender pay gap stands at 25% and our median gender pay gap at 17%.

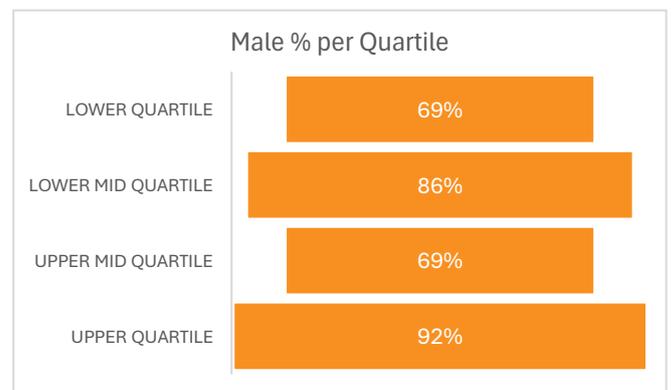
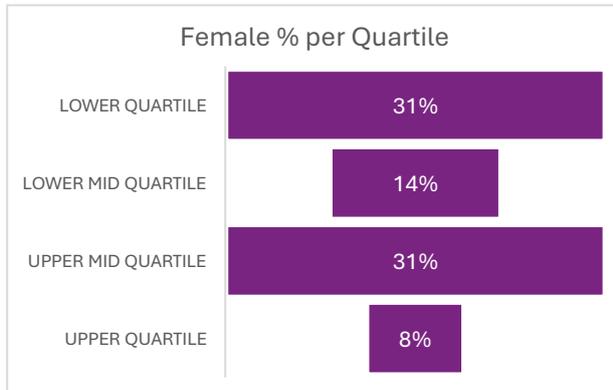


This report examines the factors contributing to this gap and outlines the steps we are taking to address it.

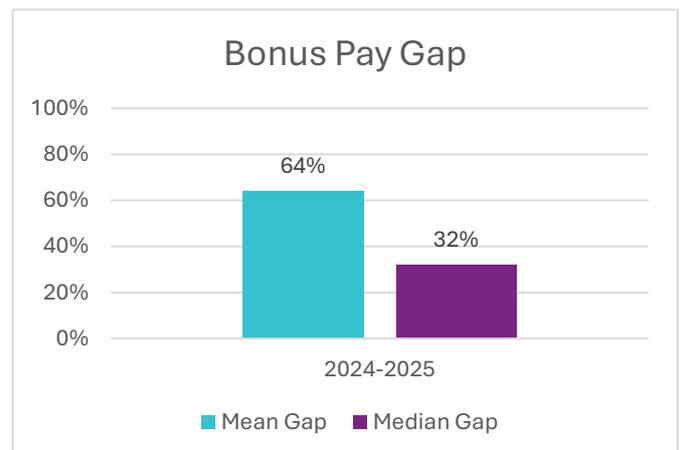
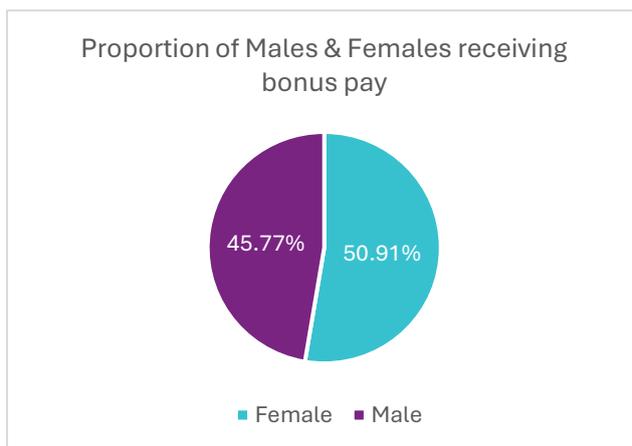
Our gender pay gap reflects the distribution of males and females across our organisation. The primary driver of our gap is less females in senior roles, combined with higher paid technical and specialist roles across certain functions.

Pay Quartiles

Below demonstrates the proportion of males and females in each pay quartile. In the upper quartile, female representation decreases significantly. A key contributing factor to this is the proportion of males versus females within senior roles; with only a 8% female representation in the upper quartile. However the organisation has a predominantly male workforce across all pay quartiles, female representation is relatively strong within the lower and upper middle quartiles compared to the wider female population.



Bonus Pay Gap



Our median bonus split has a 32% differential, and the mean bonus split stands at 64% differential. This is because of bonus structures being linked to seniority and weighted towards sales generating roles. This significantly widens the mean bonus pay gap.

We can report that the relative percentage of employees receiving bonus pay across both our male and female population is fairly aligned – with 50.91 % females and 45.77% males receiving a bonus payment.

Action Planning

We continue to remain committed to minimising our gender pay and bonus gap, more specifically the focus will be on:

- We continue to use job architecture and salary ranges to make equitable and informed decisions related to all compensation reviews.

- We continue our commitment to promote equal pay for all employees and job applicants by ensuring that we have robust recruitment and promotion strategies and guidelines to minimise gender bias.

Naomi Smith
HR Director, Europe