

Gender Pay Gap

Reporting Year 2023/2024

2023/2024					
Snapshot Date: 5 April 2023 Bonus Dates: 6 April 2022 to 5 April 2023		Key: Males Females			
Reporting Requirement		Essentra Components Ltd			
		Q1	Q2	Q3	Q4
% of men and women in each hourly pay quartertile		70%	72%	60%	72%
		30%	28%	40%	28%
Average hourly gender pay gap		9.8%			
Median gender pay gap as % of mens hourly pay		-5.2%			
% of men and women who received bonus pay		93%		92%	
Average gender bonus pay gap		21.9%			
Median GPG in bonus pay as a % of mens bonus		14.9%			

Essentra Components Ltd		2023/2024	2022/2023	Percent (%) Difference
Employee Count	Males	226	229	-1%
	Females	106	108	-2%
Total		332	337	-3%