

Gender Pay Gap

Reporting Year 2025/2026

HMRC REPORTING YEAR - 2025/2026				
Snapshot Date: 5 April 2025 Bonus Dates: 6 April 2024 to 5 April 2025		Key: Males Females		
Reporting Requirement		Essentra Components Ltd		
% of men and women in each hourly pay quartertile.		Q1 (LQ)	Q2 (LMQ)	Q3 (UMQ) Q4 (UQ)
		60%	79%	68% 63%
		40%	21%	32% 37%
Average gender pay gap in hourly pay as a percentage of men's pay. This means that using the mean average women are paid 10.3% less than men.		10.3%		
Median gender pay gap in hourly pay as a percentage of men's pay. This means that when using the median, women are paid 3.7% more than men.		-3.7%		
% of men and women who received bonus pay. The results show that 61% of men and 26% of women received a bonus.		61%		26%
Average gender bonus pay gap. This means that, using the mean (average), women are paid 10.4% less in bonus pay than men.		10.4%		
Median GPG in bonus pay as a % of mens bonus. This means that when using the median, women receive 20% less bonus pay than men.		20.0%		

Essentra Components Ltd		2025/26	2024/2025	Percent (%) Difference
Employee Count	Males	203	214	-5%
	Females	98	105	-7%
Total		301	319	-12%