



# 2025

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# GENDER PAY GAP Report

PREPARED BY

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# Introduction

In line with UK government regulations, AETC has published its seventh annual Gender Pay Gap report based on snapshot data from April 2025. The gender pay gap is different to the principle of equal pay and shows the variance between the average hourly earnings and bonus payments of men and women across the workforce. This means that, to a large extent, the report is a reflection of the representation of women within the workplace.

AETC maintains an excellent track record on ensuring the fundamental principles of equal pay are upheld and promoted across the Company.

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## Background

AETC operates within the UK engineering and manufacturing sector and as such relies on skilled workers from STEM (science, technology, engineering and maths) related fields. It is well documented that, historically, female representation in these areas has been relatively low and whilst this situation is improving, it continues to present challenges to diversity within the engineering sector as a whole.

At the data capture date (5th April 2025), AETC employed 427 employees across two UK sites with females representing 9.89% of our total workforce.

In accordance with pre-determined eligibility criteria, 410 employees were able to be included in the required data and calculations related to hourly pay and pay quartiles.

AETC remains strongly committed to creating, maintaining and promoting a diverse workplace, which empowers all employees to achieve their full potential.

Whilst we recognise the work being undertaken to recruit and promote female colleagues within the business, we remain mindful of the challenges facing the engineering sector in general. We also recognise that whilst our workforce has seen significant growth since the 2024 report; the % of female employees remains largely unchanged.



# Our Results

## GENDER PAY REPORT 2025

AETC LTD

All data correct as at 5th April 2025



### AETC

#### Pay and Bonus difference between women and men

	Mean	Median
Hourly Pay	9.5%	5.5%
Bonus	23.3%	5.0%

\* This is the percentage that females average pay is lower in comparison to males average pay

#### Percentage of employees receiving a bonus

Male	93.2%
Female	95.2%

#### Pay Quartiles

■ Male ■ Female



## Explaining Our Data

### GENDER PAY GAP:

Our median gender pay gap of 5.5% represents an increase of 2.6% on the figures reported in 2024. This increase is reflective of changes in workforce composition, which have seen a significant number of new employees join the business, including some in Senior, higher paid positions, who have predominantly been male.

Effectively during the reporting period, a higher proportion of men occupied roles above AETC's median pay point

AETC remains committed to addressing this imbalance by encouraging the ongoing training and development of our female employees and by working to encourage more females into the engineering / manufacturing sector.

### PAY FIGURES:

The Company's pay figures continue to be more favourable for women than the UK national average of 12.8% (Office of National statistics -April 2025 - All employees).

### GENDER BONUS PAY GAP:

Our median bonus pay gap, which includes all employees eligible for bonus payments, has decreased from 7.6% in 2024 to 5% in 2025

This decrease is reflective of the timing of recent new recruits who become eligible for bonus payments as their service with the company increases. The bonus system at AETC is largely based on Company performance and the qualification period and achievement criteria for bonus is the same for all eligible employees regardless of gender.

### OVERALL:

Although the Gender Bonus gap has decreased for the 2nd consecutive year, AETC recognises the need to drive affirmative actions to decrease our Gender Pay Gap.

## Continued...

As with previous years our reported gap, for both hourly pay and bonus payments, is predominantly driven by the limited representation of female employees in senior leadership and technically specialist roles. Due to their level of responsibility these positions, naturally, include a higher level of salary entitlement, which may also include enhanced bonus arrangements.

This disparity is a consequence of there being proportionally more men within all areas of the workplace setting and whilst AETC actively works to encourage greater representation across all employee groups, this continues to be a long term process, due to the historically low number of females within the STEM sector.

We are committed to supporting our existing female employees to develop their skills and strive for positions of greater responsibility within the business.

We also acknowledge the importance of showcasing the manufacturing and engineering sectors as career building and innovate options for developing female talent.



## Looking Ahead

To support ongoing development, the Company utilises technical development programmes, detailed individual development plans, mentoring programmes and a competitive salary increase structure for our Graduate roles.

This commitment to employee development will support AETC in developing a diverse and skilled team of talented individuals for our future workforce.



# Commitments

AETC is committed to providing an inclusive workplace which develops and empowers a diverse and talented team of skilled employees. Through our leadership and technical strategies, we encourage career progression and provide equal opportunity for all team members to achieve their career ambitions. The Company continues to take proactive steps to combat the gender pay gap, whilst investing in all team members.

## Ongoing Commitments

- 1 A structured approach to pay in production areas and fair pay determination assessments in all other business areas
- 2 The consistent application of Company incentives
- 3 An expanded programme of undergraduate, development programme and apprenticeship opportunities, which encourages future talent to build a lifelong career in engineering
- 4 An enhanced range of developmental training and skills diversification opportunities across our workforce
- 5 A continuing and dedicated emphasis on employee wellbeing and the greater integration and promotion of flexible working opportunities
- 6 A focus on training and integrating a comprehensive commitment to employee development into our core business culture
- 7 Increased focus for the Engagement Committee on celebrating all of our employees and our local community
- 8 A programme of engagement based activities including events for International Women's Day, which enable us to recognise and celebrate the valuable contribution a diverse workforce makes to our business
- 9 An increased level of ongoing training for both Managers and the wider workforce on creating an inclusive and innovative workplace.
- 10 A commitment to work with other PCC UK sites and subject matter experts to discuss improvements to our family friendly policies and the creation of a policy to support employees experiencing the menopause

## Additional Actions

Whilst steps have been taken to address our Gender Pay Gap and achieve greater parity, our focus and commitment to build a diverse and equitable workplace will continue. In addition to the ongoing actions outlined above over the coming 12 months the Company will also look to:

# 1

### Training

Support targeted training for new managers and team leaders on critical areas such as sexual harassment, talent development and building an inclusive work environment

# 2

### Recruitment

Continue to review and modernise our recruitment practices to ensure that our adverts and selection processes attract and identify the best possible talent

# 3

### Awareness

Work with local colleges and universities to promote Engineering careers to future top talent. Utilise Work experience and placements to showcase opportunities

## Our Pledge

AETC will continue to monitor our gender pay gap records and will maintain its position of attracting, retaining and investing in our talent across all employees and all sections of the business.

I confirm that the data reported for AETC is accurate and in line with mandatory requirements for businesses on England, Scotland and Wales.

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**Dawn Bland, Group Human Resources Manager**

