



# Gender Pay Gap Report 2025

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The gender pay gap reflects the difference in average earnings between men and women across an organisation; it does not compare pay between men and women performing the same role.

Dynex remains fully committed to fair and equitable pay practices, with remuneration based on role requirements, skills, and experience rather than gender.

The sector in which we operate has traditionally been, and continues to be, male-dominated, with men making up a higher proportion of the UK manufacturing and engineering workforce.

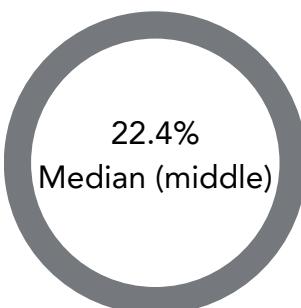
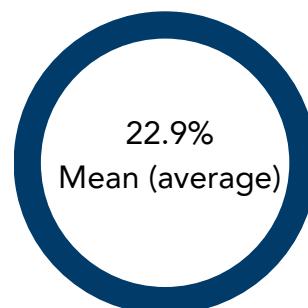


In 2025, Dynex's workforce totals 285 employees, of whom 28.7% are women. This uneven gender distribution means that men make up the majority of engineering roles and, as a result, are more prevalent in senior and higher-paid positions.

The lower representation of women in leadership roles is a contributing factor to the company's gender pay gap.

Dynex remains committed to initiatives that support the attraction, progression, and retention of female talent, with the aim of improving gender balance at every level of the organisation.

## Pay difference between men and women



Our 2025 median gender pay gap is 22.4%. This means that at Dynex, women earn approximately 78p for every £1 earned by men when comparing median hourly pay.

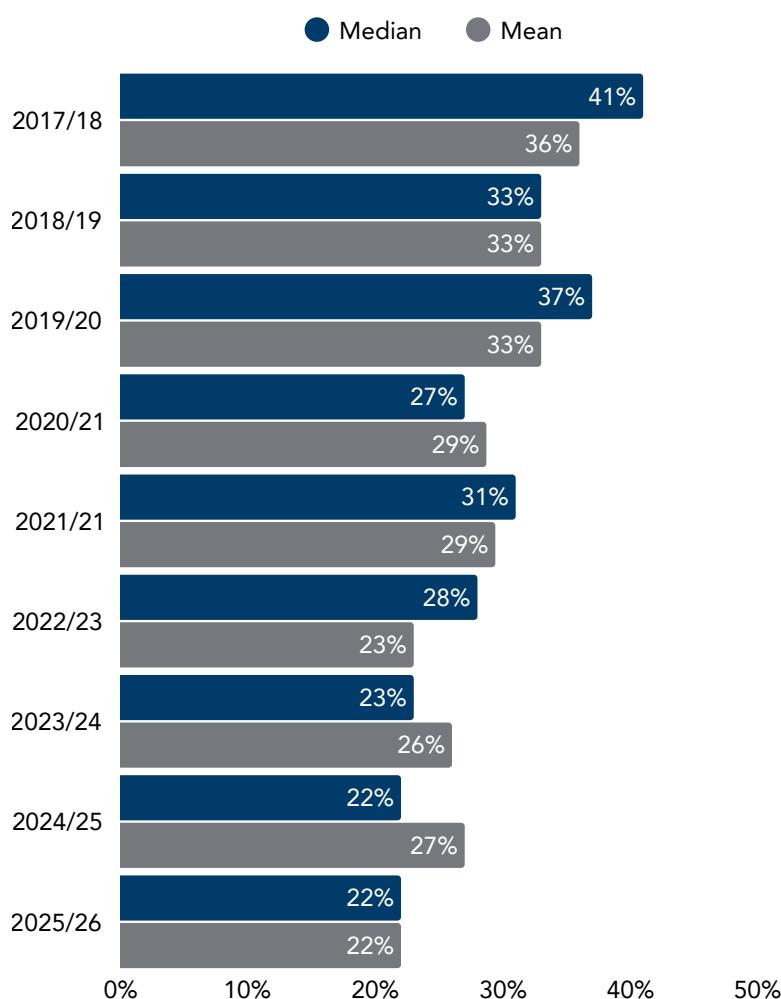
This represents a 0.1% increase compared with the previous year.

When looking at mean (average) hourly pay, women's average earnings are 29.7% lower than those of men.

At Dynex, pay is determined by role, responsibility, skills, and experience, and is not influenced by gender. Men and women are paid equally for carrying out the same work, or work of equal value. The difference seen in average pay reflects the higher proportion of men in senior, higher-paid roles across the organisation.

When comparing salaries of men and women within the same grade, the pay difference reduces significantly.

This marks the ninth consecutive year in which we have reported on our gender pay gap. Over this time, we have sustained a 19% reduction in our median (middle) gender pay gap and achieved a 9% reduction in our mean (average) gender pay gap. See the table below:



### Proportion of women in each quarter



The information below illustrates the gender breakdown across four equally sized hourly pay quartiles, each comprising approximately 71 employees. Overall, women make up 29.1% of the workforce.

### Top Quartile

85.92%

14.08%

### Upper Middle Quartile

87.32%

12.68%

### Lower Middle Quartile

59.15%

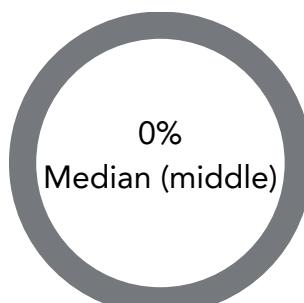
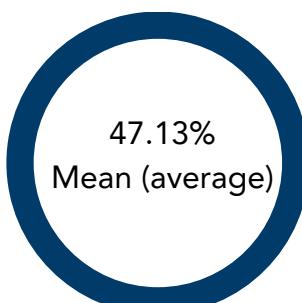
40.85%

### Lower Quartile

52.78%

47.22%

### Bonus difference between men and women



While the overall bonus gender pay gap has widened this year, this is influenced by the distribution and value of bonuses across the organisation. The median bonus payment was the same for both men and women, demonstrating parity at the midpoint of bonus awards.

However, differences remain when looking at mean bonus pay, with women earning approximately 53p for every £1 earned by men.

## **What can we do?**

At Dynex is committed to reducing the Gender Pay Gap and fostering a fair and inclusive workplace. We promote gender balance throughout our recruitment processes by ensuring diverse shortlists, applying competency-based interviewing, and operating a transparent pay grading framework to minimise bias. Our managers undertake diversity training, and our Equality Policy is clearly communicated and consistently applied.

Our Family Friendly policies are designed to support all types of families, helping to enhance wellbeing and support a healthy work-life balance. We actively offer work experience opportunities to young women with an interest in engineering and aim to provide at least one engineering apprenticeship each year to a female candidate. In addition, we offer internships and engineering qualifications to local students, with a continued focus on encouraging women into engineering careers.

We place strong emphasis on career development and the progression of female employees and are proud to have female representation at both board and senior management level.