

Gender Pay Gap Report 2023-24

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Introduction

In the UK, the government requires public, private and voluntary sector organisations with 250 or more employees to report on their gender pay gaps annually. This report sets out the gender pay gap for Goonvean Group Limited which encompasses 14 subsidiary companies within the Group with staff employed within them for the reporting year 2023-2024. A full list of each company is detailed within the report titled Organisation Structure.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings (excluding overtime) of men and women in an organisation. This is expressed as a percentage.

Employers must report on six different measures, based on a snapshot of pay data on a date set out by the Government, which for a private employer this is 5 April.

Measures:

Median Gender Pay Gap	Median Bonus gap
Mean Gender Pay Gap	Mean Bonus Gap
Quartile Pay Bands	Bonus Proportion

Definitions

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees.
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees.
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus Proportion	The proportion of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile Pay	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.
Mean	The mean is calculated by adding up the hourly rate of pay for all relevant employees and dividing by the total number of relevant employees.
Median	The median is the figure that falls in the middle of a range.
Relevant Employees	<p>Relevant employees are all employees employed on the snapshot date, who either:</p> <ul style="list-style-type: none"> have a contract of employment – including employees who are part-time, job-sharing, and on leave are self-employed, where they must perform the work themselves – that is, they are not permitted to subcontract any part of the work or employ their own staff to do it

Organisation's Structure

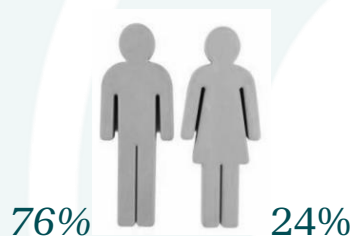
Goonvean Holdings Limited is the ultimate parent company of the 23 subsidiary companies listed below which make up the Goonvean Group. There were 14 subsidiary companies that employed staff within them. Our gender pay gap figures within this report represent an overall total of all employees within the Group.

Group Companies

Atwell Labellers Ltd	Longcombe Labels Ltd
Atwell Self-Adhesive Labellers Ltd	North Devon Electronics Ltd
Dura-ID Solutions Ltd	RH Fibreboard Containers Ltd
Duchy Network Solutions Ltd	SH Fiske Ltd
Equinox Ltd	Smart Packaging Ltd
Equinox Data Governance Ltd	S Atwell Packaging Ltd
Foundry & Fabrication (Totnes) Ltd	Spirebourne Environmental Services Ltd
Goonvean Ltd	Wristbands UK Ltd
Goonvean Aggregates Ltd	YPH Waste Management Ltd 1
Goonvean Fibres Ltd	
Goonvean Holdings Ltd	
Goonvean Group Ltd	
IML Labels & Systems Ltd	
JASS South West Ltd	

Employees

As of 5 April 2024, Goonvean Group Limited and the 14 subsidiary companies within the group employed a total of 421 employees, this is a reduction of 84 employees compared to the previous year, with a workforce split as follows:

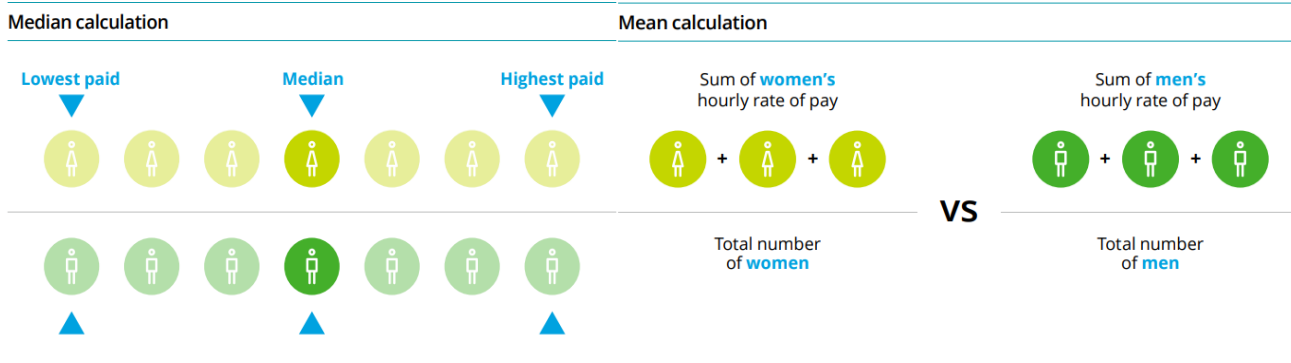


Compared to last year, there has been a slight change to the split between male and female employees, with an increase of 3% more female employees being employed.

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Results

Distinguishing between mean and median



The median is the figure that falls in the middle of a range. The gap is based on the difference the employee in the middle of the range of male wages and the middle range of the female wages.

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The gap is calculated based on the difference between the mean male pay and the mean female pay.

Mean and median gender pay gap using hourly pay

	2023	2024
Mean gender pay gap using hourly pay	8%	19%
Median gender pay gap using hourly pay	-7%	3%

The gender pay gap has unfortunately widened from the previous year in both the mean and median calculations, although the gap isn't as much when looking at the median hourly rate.

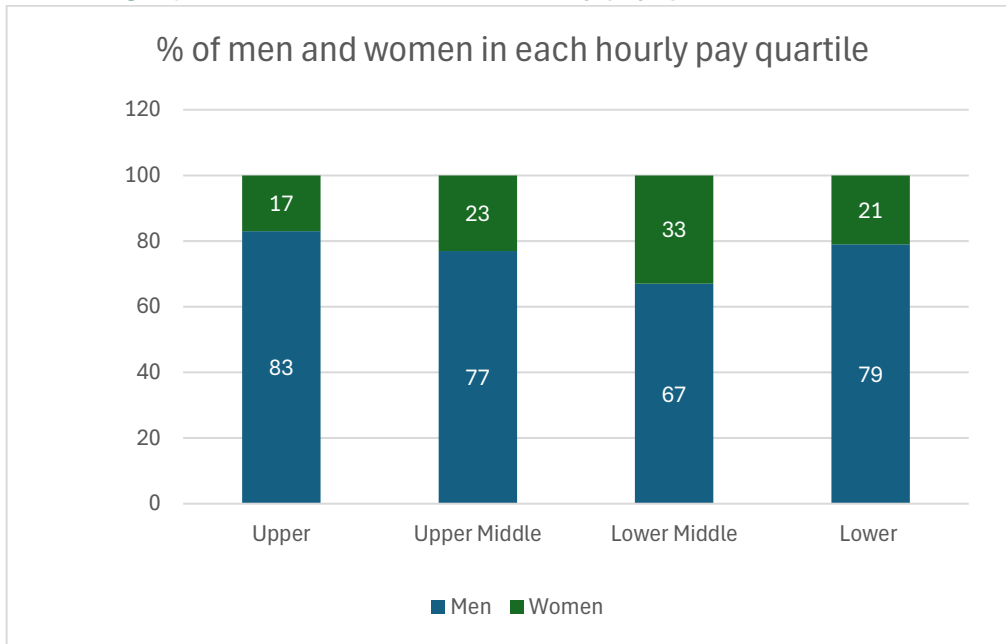
Mean and median gender pay gap for bonus pay

	2023	2024
Mean gender pay gap for bonus pay	55%	40%
Median gender pay gap for bonus pay	55%	9%

Men received a higher bonus compared to women when using either the mean or median methods of calculation. Although comparing the figures to last year, the gap has narrowed when using the median calculation.

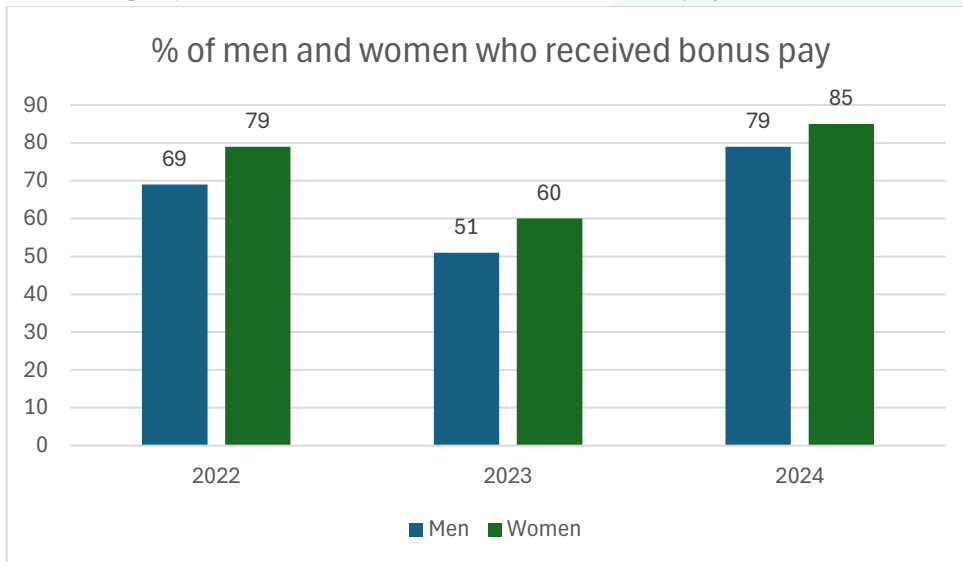
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Percentage of men and women in each hourly pay quartile



Compared to last year figures we have seen a 7% decrease in women’s hourly rate against men’s hourly rate in the upper quartile. This negative change is primarily due to losing a female board director during the reporting period. There has been a 2% increase in women’s hourly rate against men’s hourly rate in the upper middle quartile. The most noticeable positive change though is against women’s hourly rate in the lower middle quartile with a 12% increase, reducing the gender gap. Typically, these are support function roles in administration. For staff in the lower quartile roles (lower paid roles) there has been a 4% increase in women’s hourly pay, closing the gender pay gap.

Percentage of men and women who received bonus pay



During the reporting period there was an increase in the overall number of employees receiving a bonus compared to last year. For the third consecutive year, more women received a bonus compared to men.

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Causes for the gap

Our businesses within the Group operate in industries that are typically dominated by a male workforce. Our workforce ratio supports this statement. We are taking measures to address this matter to become a more diverse organisation.

We are also aware that it is generally women who take on the carer responsibilities with children or elderly family members, external factors such as high childcare costs have an impact on whether or not women return back to the workplace and if they do, are more likely to take either part time roles and/or take roles with lower responsibility thus being paid a lower hourly rate.

The Managing Directors of each business are all males, given the nature of the role, this positions them at the top of the organisation, naturally their salaries are higher than everyone else's pay causing a gap.

What are we doing to close the gap

The Group understands that it has a social, moral and statutory responsibility to prevent discrimination and advance equality. Goonvean Group Ltd are committed to addressing inclusion and diversity and are approaching this with several initiatives that aims to reduce the gender pay gap year on year.

During the reporting year, working groups were created with each business lead with the goal of introducing a company vision and values across the Group to create a more inclusive culture.

Programmes were developed that will look at ways to develop and upskill our employee's knowledge and behaviour. Our company handbook with supporting policies and documentation underwent a review and are in the final stages before release. We are going to be introducing a greater focus on health and wellbeing in the workplace. We have enhanced our family friendly leave entitlements and reviewed our compensation and benefits packages to ensure that we offer more than the statutory requirements. These will be ready for communicating and roll out in the next reporting year. Such initiatives will not only aid the retention of our best talent, but it will ensure we attract a more diverse talent into our businesses.

Approval

This report has been reviewed and approved by Matthew Gazzard, Goonvean Group Managing Director on behalf of the Goonvean Group Ltd Board members and subsidiary companies in March 2025.