



KING LIFTING

LIFTING EXPECTATIONS / PRIORITISING SAFETY

GENDER PAY GAP REPORT 2025



ABOUT THE REPORT

King Lifting provides expert heavy lifting and plant movement services throughout the United Kingdom and across Europe. As a family-run company, we are fully committed to hiring, training, supporting, and promoting our team based entirely on merit. We believe that this creates and maintains an environment of inclusion and helps to build a workforce where diversity is seen as a significant contributor to our overall strength.

In the UK, companies with 250 or more employees are legally required to report on gender pay disparities under the Equality Act 2010 (Gender Pay Gap Information) Regulations, 2017. This report identifies pay and career progression differences between men and women and ultimately helps us to drive improvements and give equal opportunities for all.

This is the third year that King Lifting has published a gender pay gap report. Cross-industry difficulties in recruiting and retaining female staff persist, and we are not immune to these issues. Whilst we continue to make progress year-on-year, we recognise that our commitment to improving gender representation throughout the company must remain strong into the 2025/2026 fiscal year.



THE FIGURES

In the 2024/2025 financial year, our gender pay gap results were as follows.

Percentage of men and women in each hourly pay quartile:

LOWER HOURLY PAY QUARTILE



LOWER MIDDLE HOURLY PAY QUARTILE



UPPER MIDDLE HOURLY PAY QUARTILE



UPPER HOURLY PAY QUARTILE



COMPANY SPLIT



The percentage of women in the **upper hourly pay quartile** has increased to **14.93%**, representing an improvement of around **5%** compared with the previous year and placing female representation in this quartile above the overall proportion of women within the King Lifting workforce. Representation in the remaining three quartiles has decreased slightly.



UNDERSTANDING THE GENDER PAY GAP AND EQUAL PAY

These two terms can sometimes be confused, but they refer to different issues:

GENDER PAY GAP: This is the measure of the total difference in average earnings between men and women within a company. The average earnings for male employees at King Lifting are higher than for female employees, as there is a larger proportion of men in higher-paid roles. This leads to a gender pay gap.

EQUAL PAY: This is a reference to the legal requirement for UK businesses to ensure that men and women performing equivalent work receive the same pay.

GENDER PAY GAP FOR HOURLY PAY

The mean gender pay gap is calculated by separating male and female earnings, totalling the amount earned, and then dividing by the number of employees in each gender group. This gives the average hourly pay for male and female employees:



On average, men earn 12.13% more than women.

This represents an increase of 3.84% compared with the previous reporting year.

The median gender pay gap is calculated by listing the earnings of all employees from lowest to highest, then comparing the pay of the middle-ranking man and woman:



The median male employee earns 2.56% more than the median female employee.

This is a significant improvement of 15.5% compared with the previous year, indicating progress toward narrowing the gap at the midpoint of earnings.

In comparison, the median gender pay gap for the Plant and Machine Operators sector is 14%, in favour of men (2025 data).



BONUS PAY DISTRIBUTION

87.55%

Men

84.21%

Women

The gap between the proportion of employees receiving bonus payments has improved on the previous reporting year, with only a **3.34% difference between genders**.

The **mean gender pay gap for bonuses** represents the average difference in bonus payments received by men and women:

Men

Women

Women receive 72.7% less in bonuses than men on average.

This increase compared with the previous year is primarily influenced by the small number of higher bonus payments awarded this year.

The **median gender pay gap for bonuses** compares the middle-ranking bonus payments for men and women:

Men

Women

Women receive 7.24% more in bonuses than men.

Although still in favour of women, this represents a reduction compared with the previous reporting period.



CONCLUSION

The 2025 gender pay gap data shows a mixed picture of progress and ongoing challenges. While the mean hourly pay gap has increased, the **median pay gap has narrowed significantly**, suggesting improvements in pay balance across many roles within the organisation. In addition, the **proportion of women in the highest pay quartile has increased**, indicating positive movement in female representation within higher-earning positions.

However, the results also highlight areas that require continued focus, particularly the distribution of bonuses and the overall representation of women across different levels of the organisation.

To support further progress, King Lifting will continue to focus on three key actions:

1. Conduct a thorough pay audit

- ◆ Regularly review salary data across gender, job roles, and seniority levels.
- ◆ Ensure bonuses, overtime, and other financial incentives are allocated fairly and consistently.

2. Implement transparent pay structures

- ◆ Maintain clear salary bands for each role.
- ◆ Transparently define and communicate the criteria for pay progression.
- ◆ Encourage openness around pay structures to help reduce the risk of unconscious bias.

3. Promote equal career progression opportunities

- ◆ Provide equal access to training, mentoring, and leadership development programmes.
- ◆ Identify and address any barriers that may limit career advancement opportunities for women.

Through these steps, King Lifting remains committed to transparency, accountability, and continuous improvement. Our aim is to build a workforce that reflects our core values of equality and respect while continuing to create opportunities for all employees to develop and succeed.



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This report was compiled for the financial year **2024/2025**, with a snapshot date of **05/04/2025**. I confirm that the data presented here is accurate in accordance with the Equality Act of 2010 (Gender Pay Gap Information) Regulations, 2017.

Signed:

John McLellen
Finance Director