

GENDER PAY PAP REPORTING

Excell Supply Ltd

21 March 2025

Summary

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case 5 April 2024) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

RSM have used the government's prescribed methodology when calculating your gender pay gap. The gender pay gap is different from unequal pay.

The gender pay gap looks at the following areas:

percentage of men and women in each hourly pay quartile;
mean (average) gender pay gap for hourly pay;
median gender pay gap for hourly pay;
percentage of men and women receiving bonus pay;
mean (average) gender pay gap for bonus pay; and
median gender pay gap for bonus pay.

Hourly pay includes any monetary payments such as:

- Basic pay
- Allowances
- Pay for piecework
- Pay for leave
- Shift pay premium

Bonus pay includes any rewards related to:

- Profit sharing
- Productivity/performance
- Incentive
- Commission
- Long service award with a monetary value

Payments such as for overtime, pension, redundancy and benefits-in-kind, termination payments, loan schemes provided by the employer and payments for untaken leave are excluded.

Gender pay gap background

What are the metrics?

01

What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

What is the mean?

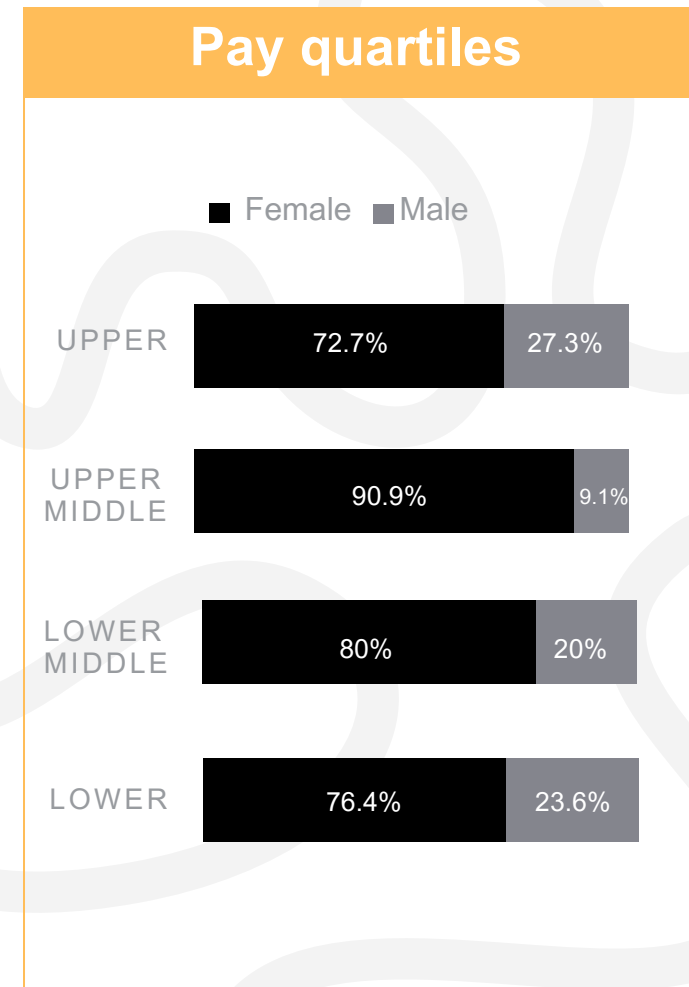
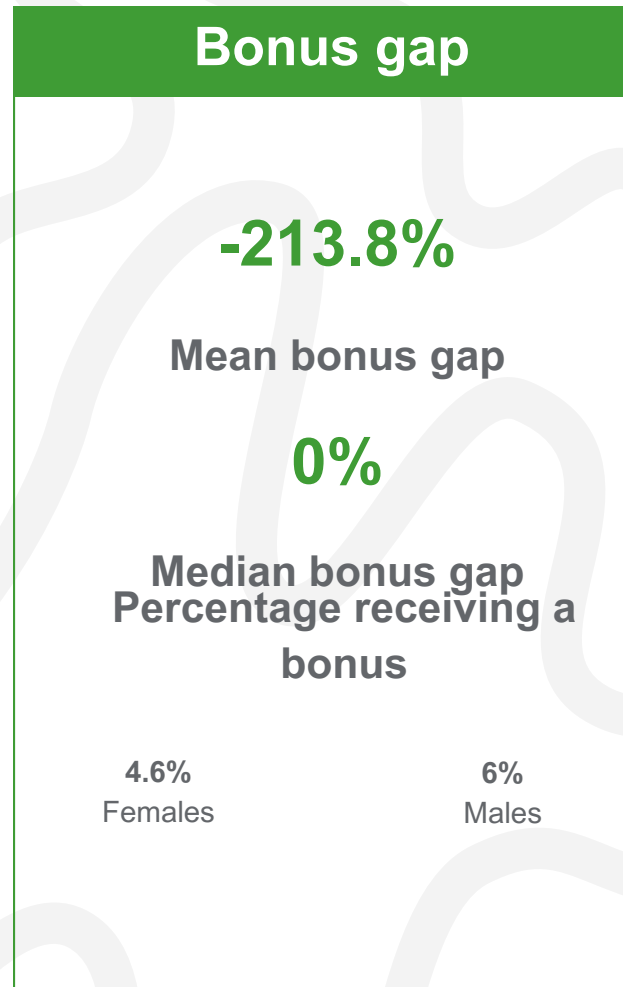
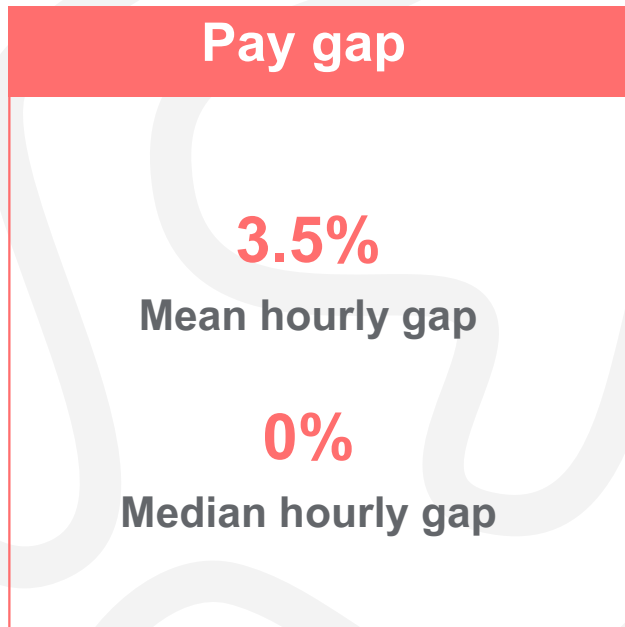
The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

03

What are the Pay Quartiles?

The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.

Gender pay gap for Excell Supply Ltd.- summary dashboard





Figures based on the following employee numbers



Excell Supply Ltd.	Relevant employees	*Full pay relevant employees
Male	218	44
Female	935	176
Total	1,153	220

* Based on the nature of the organisation a large number of the headcount were not fully paid due to being on leave due to half term and received less than full pay.

Gender pay gap for Excell Supply Ltd. - detailed dashboard



Pay gap



Mean pay	
Hourly rate (£)	
	13.03
	12.58

Median pay	
Hourly rate (£)	
	10.50
	10.50



Bonus gap



Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.



	Relevant employees	Received bonus (#)	Received bonus (%)
	218	13	6.0
	935	43	4.6
Total	1,153	56	4.9

	Mean (£)	Median (£)
	2,490.71	500.00
	7,814.97	500.00

Pay quartiles

	Employees	Lower	Lower middle	Upper middle	Upper
	44	13	11	5	15
	176	42	44	50	40
Total	220	55	55	55	55

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	20.0	23.6	20.0	9.1	27.3
	80.0	76.4	80.0	90.0	72.7

Key:
 Male
 Female

Gender pay gap

The statistics

Excell Supply Ltd's Figures

Gender Distribution: 80% of the workforce is female and 20% is male.

Mean Hourly Pay Gap: The mean hourly pay gap stands at 3.5%. This figure represents the average difference in hourly pay between male and female employees, calculated by dividing the total hourly pay of all male employees by the total hourly pay of all female employees.

Median Hourly Pay Gap: The median hourly pay gap is 0%, which signifies that the middle value of hourly pay for both male and female employees is the same. This is an important indicator of pay equality, as it shows that there is no difference in pay at the median level.

Mean Bonus Gap: The mean bonus gap is -213.8%, indicating that, on average, female employees receive higher bonuses than male employees. This figure is calculated by comparing the average bonus amounts received by male and female employees. A negative bonus gap is in favour of females. **Median Bonus Gap:** The median bonus gap is 0%, meaning that the middle value of bonuses received by both male and female employees is the same. Similar to the median hourly pay gap, this indicates that there is no disparity in bonus distribution at the median level, reflecting fairness in bonus allocation practices. It is important to note that the mean is highly sensitive to extreme values or outliers. The median pay gap differs from the mean pay gap in that it is less influenced by extreme values and provides a clearer picture of typical earnings within the agency.



Gender pay gap

The statistics

Office for National Statistics Figures

According to the Office for National Statistics (ONS) the mean gender pay gap among all employees in the UK decreased to **13.1%** in 2024 (provisional figure) from 14.2% in 2023 (corrected figure by ONS), from 14.4% in 2022.

This remains below the 17.4% level observed in 2019. Across the UK, data and research tells us that there is a larger difference in The Gender Pay Gap once employees reach the age of 40 and above.



We welcome the gender pay gap report, as it is crucial to understand the current dynamic within our business, and to work on the strategies we have identified above so we can close this gap over the coming years.

Excell Supply can confirm that the data presented in this report is accurate and meets the Government's expectations and regulations around gender pay gap reporting, and look forward to continuing to implement changes in our business that will align our people with our company goals and vision, creating a diverse environment where all our employees can flourish

