

In this gender pay gap report we look at a snapshot of 6th April 2024, in the 27th year of trading Generator Power is proud to have a diverse and varied employee base and recruitment continues into 2025.

**Generator
Power**



Gender Pay Gap Report 2024-2025

Data snapshot 6th April 2024

What is gender pay gap

Gender Pay Gap legislation, requires employers of 250 or more employees to report their gender pay gap analysis on an annual basis using the below metrics

- Mean gender pay gap
- Median gender pay gap
- Mean bonus pay gap
- Median bonus pay gap
- Proportion of men and women in each quartile

The gender pay gap is defined as the difference in average (mean and median) gross hourly earnings between women and men regardless of the seniority of their role. It is based on salaries paid directly to employees before income tax and social security contributions are deducted. Unlike equal pay, which refers to paying men and women the same amount for the same or similar work, the gender pay gap is the difference in the average pay between men and women in an organisation.

Introduction

This is the first report compiled by Generator Power. In 2024 we have seen further growth within the business, and we are proud operate as an inclusive organisation and we feel this makes our company stronger. This is why we have equality, diversity and inclusion form a key component in the strategic recruitment and selection of our employees.

We have a policy of recruitment within, focused on allowing employees the freedom to diversify their roles and explore other roles within departments.

The senior leadership team welcomed another female member into a newly opened role within the organisation and improving the gender diversity in senior roles.

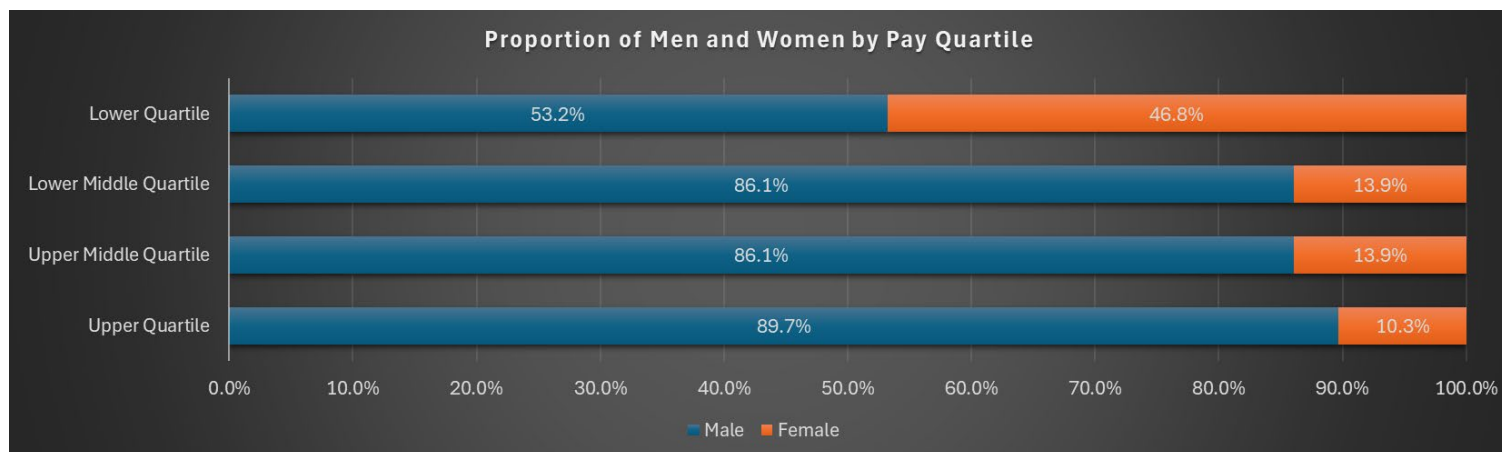
Gender Pay Gap Reporting

Generator Power are very conscious that our gender pay gap is largely due to a limited female representation in certain engineering roles. Previously these roles have had a small female representation, but over recent years has diminished. We actively encourage a high level of diversity and offer the chance for females within the sector to fill these roles.

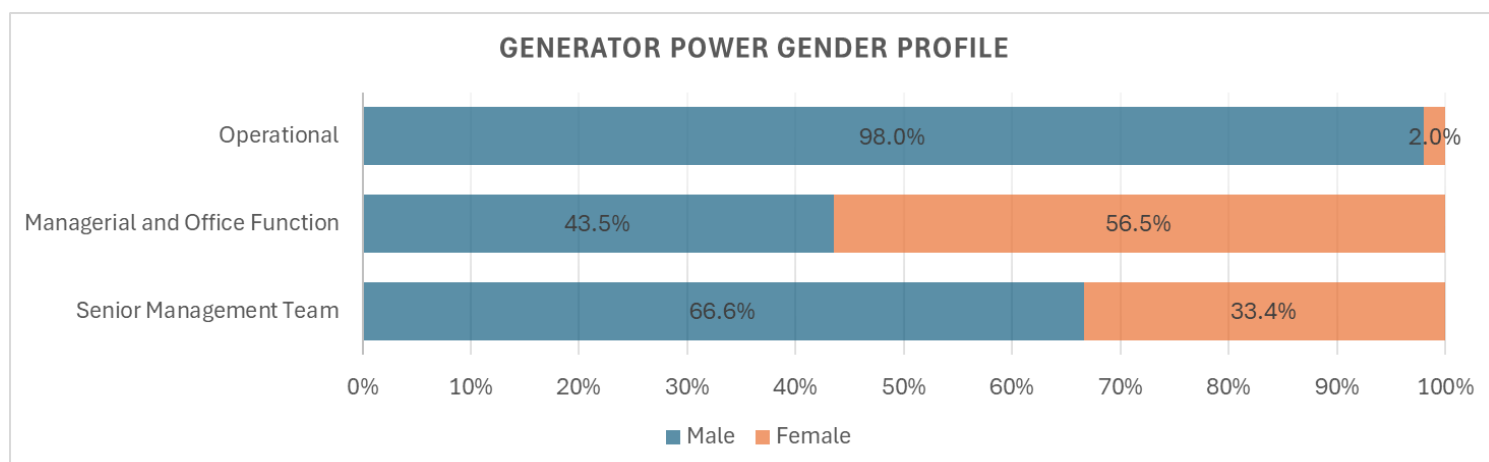
There is also active recruitment at the managerial and leadership level. Given the nature of our business, there is a strong male engineering presence which is also evident across the rental sector.

The following analysis is for Generator Power Ltd.

The table below shows the proportion of men versus women in each of the pay quartiles, so for example women make up 10.3% of the top 25% highest paid employees in the business.



For comparison and clarity the below table identifies the proportion of men and women in 3 key areas of the business. This identifies a strong male biased for operational employees this is inclusive of all operational roles. The below also demonstrates a strong female presence in the managerial and back office functions demonstrating the equality and inclusion described within this report.



Mean and Median Figures

We are required to publish both the mean (average) and median (mid-point) pay gap figures for Hourly Pay employees and bonus payments. The table below is a summary of the numbers for Generator Power Ltd, shown as a percentage difference to men’s pay and bonus.

<p>Headcount</p> <p>At the snap shot date of 6th April 2024, Generator Power headcount of 315 employees were classified as full-pay and were used in the reporting data</p>	315
<p>Mean gender pay gap</p> <p>The mean average pay of all men in the company was 12.9% higher than the mean average pay of all women in the company.</p>	12.9%
<p>Median gender pay gap</p> <p>The median pay of all men in the company was 20.7% higher than the median pay of all the women in the company</p>	20.7%

Mean bonus gender pay gap <i>The mean average bonus of all men in the company was 40.0% higher than the mean average bonus of all women in the company.</i>	40.0%
Median bonus gender pay gap <i>The median bonus of all men in the company was 50.0% higher than the median bonus of all the women in the company</i>	50.0%
Proportion of men receiving a bonus payment <i>1.2% of men in the company were paid a bonus</i>	1.2%
Proportion of women receiving a bonus payment <i>3.0% of women in the company were paid a bonus</i>	3.0%

Explaining Our gender Pay Gap

Generator Power faces the same challenges as many companies within our sector. Within the rental and construction sectors there is a larger proportion of male operational employees than women in these roles. Generator Power have aimed to reduce this gap by actively recruiting females for these roles.

In previous years we have employed female apprentice electricians, painters and depot supervisors. We continue to recruit a large number of female employees where possible.

We acknowledge the existence of a gender pay gap and will continue to actively improve this. The lower quartile has nearly a 50/50 split. Generator Power aims to improve the upper quartile over the coming years.

What Are We Doing to Address Our Gender Pay Gap?

Generator Power is experiencing continued growth as the power rental sector continues to provide essential support to critical infrastructures.

- We will continue to recruit through diversity and inclusion aiming to improve the operational number and reduce the gap in the middle quartiles.
- Through the Covid year we were able to operate with many roles adopting hybrid working practices, this allowed further diversity in certain roles and helped with recruitment of women into many roles in the business.
- We will continue with apprenticeships across the operational roles with the aim of reducing skills gaps and increasing technical knowledge.

Declaration

I confirm that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (gender Pay Gap Information) Regulations 2017



Stephen Cardwell
 Managing Director
 Generator Power Ltd