axiom

Gender Pay Gap Report 2024

This information has been published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010, Regulations 2017, which came in to effect in April 2017.

The legislation states that UK employers, with 250 or more employees, are required to publish annual statutory calculations showing the pay gap between male and female employees. Gender pay gap is not the same as equal pay. Equal pay ensures males and females receive the same pay for carrying out the same, or equivalent, work. The gender pay gap looks at the difference between the average male and the average female in the company, regardless of their role.

The data in this report reflects payments made in April 2024 along with any bonus payments made in the 12 months prior to, and including, 5th April 2024.

Gender Pay Gap Results

These figures have been generated using the mechanisms set out in the Gender Pay Gap reporting legislation.

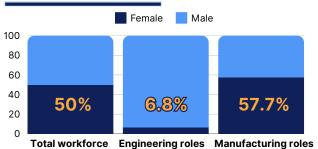
Pay Gap between males and females

Median **17.8%** Mean **26.2%**

The above figures show the difference between the average hourly pay rate of all females compared to all males at Axiom, irrespective of their role or level within the company. The figures are expressed as a percentage of the male's average pay.

The difference in average pay at Axiom is largely due to more men being in senior, higher paid roles and more females being in lower paid roles. As detailed in the snapshot, only **25%** of the management team are female.

Engineering Roles



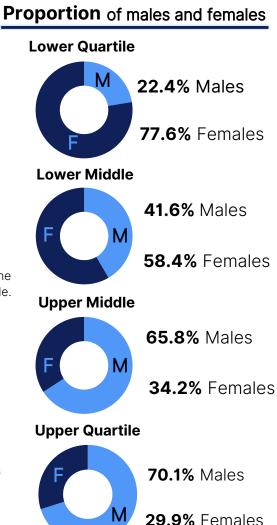
Whilst females represent **50%** of Axiom's total workforce, the gender pay gap is largely attributed to the number of men in engineering roles **(93.2%)** and the number of women in manufacturing roles **(57.7%)**

Percentage of Workforce who received a Bonus

At Axiom, in 2024, all employee's received a bonus providing they were employed for the whole, or part, of 2023 and remained employed at the time the bonus was paid out.

Male: 90.8%

Female: 94.8%

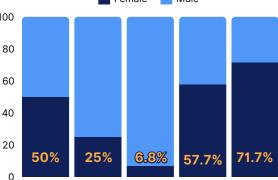


The above figures show the gender distribution across four equally sized hourly pay quartiles.

Compared to 2023, the number of females in the lower mid, upper mid and upper quartiles have increased by **0.2%**, **1.3%** and **0.8%** respectively. Females in the lower quartile have decreased by **3.2%**.

Snapshot as of April 2024

50%	of the workforce are females. This is a decrease of 0.2% versus 2023.
25%	of the management team are females.
6.8%	of Axiom's engineers are female
57.7%	employees in manufacturing roles are female
71.7%	of Production Operators are female
100	Female Male



Axiom are committed to gender equality and advancing females within the workplace however, employing females within engineering functions is a challenge across the industry. The company will continue with its apprenticeship, intern and graduate schemes along with flexible working opportunities.

I can confirm the data in this report is accurate and calculated in accordance with legislation.

Signed by C. Nye Managing Director