



Production Equipment
Superior Service – Single Source

Gender Pay Gap Report 2024

Production Equipment UC

Production Equipment UC is a leader in providing advanced industrial solutions with a commitment to fostering collaboration, continuous improvement, and maintaining the highest standards of safety, integrity, and ethical practices. With a strong team operating across the country, we strive to create an environment where every individual feels valued and empowered to succeed.

Understanding the Gender Pay Gap

The Gender Pay Gap reflects the difference in average earnings between men and women and is separate from Equal Pay, which ensures equal compensation for similar work. In our industry, the gap is influenced by the greater representation of men in senior, higher-paid roles—an issue we are actively working to resolve.

Bridging the Gender Pay Gap

We are dedicated to consistently prioritising the following initiatives to enhance our workplace and drive key areas of progress:

- **Inclusive Hiring Practices:** Continuously refining recruitment processes to attract the best talent regardless of gender.
- **Clear Career Pathways:** Offering all employees transparent and unbiased pathways to grow and develop within the company.
- **Policy Reviews:** Continuously reviewing workplace policies to ensure they reflect the needs of a modern, diverse workforce.
- **Leadership Development:** Enhancing diversity in leadership training programs to support greater representation of women in senior roles.

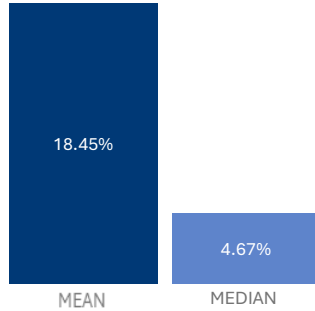
Our Commitment

At Production Equipment UC, we are committed to creating a workplace where diversity is not only valued but also essential to our success. Through our ongoing initiatives, we aim to break down barriers, create opportunities, and build a more inclusive and thriving organisation.

Gender Pay Gap



Pay Gap Hourly



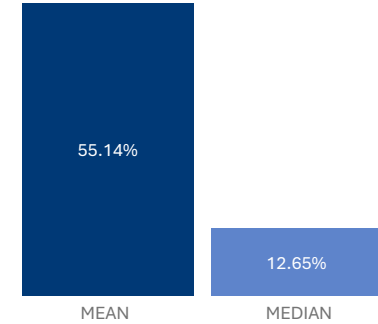
Hourly Pay Gap Temporary Contract Employees



Hourly Pay Gap Part Time Employees

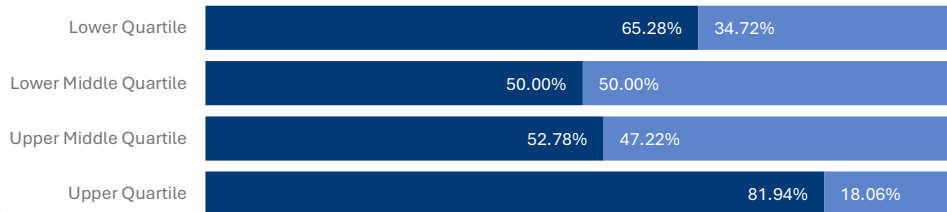


Bonus Pay Gap



Gender distribution by Quartile

■ Male ■ Female



Proportion that received bonus remuneration

MALE FEMALE



Proportion that received BIK remuneration

MALE FEMALE

