Gender Pay Gap Report 2026

Snapshot date:
6th June 2026



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Gender Pay Gap Reporting 2026

How to report on the Gender Pay Gap

- The gender pay gap is the difference in the average hourly wage of men and women across a workforce.
- The Gender Pay Gap Information Act 2021 requires organizations to report on their hourly gender pay gap across a range of metrics.
    - Bonus
    - Benefit in Kind
    - Pay Quartile – Lower, Lower Middle, Upper Middle, Upper.
    - Mean / Median hourly remuneration and Bonus

Publication:

- Deadline 6th November 2026
- Gender Pay Gap Portal / Company Website

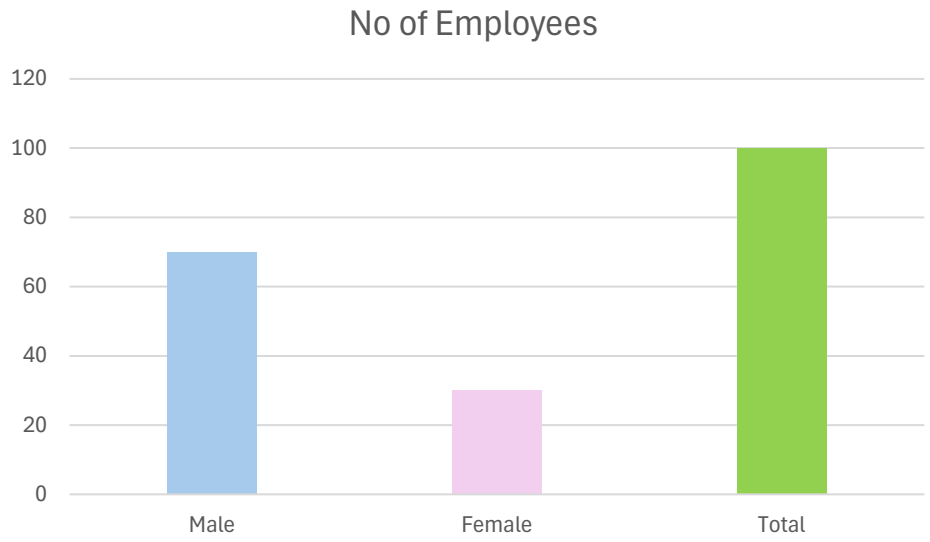
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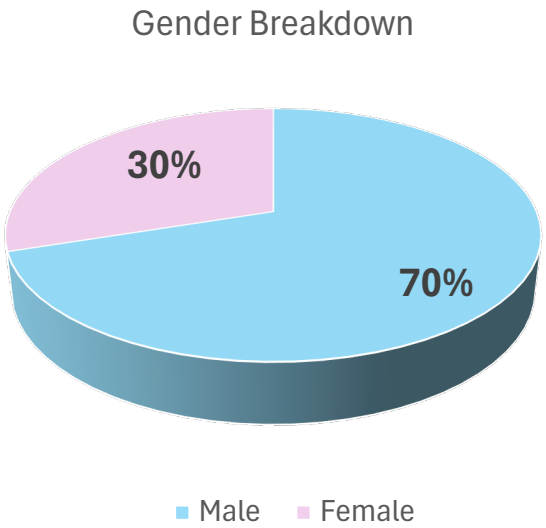
Gender Pay Gap 2026

It is important to note that Gender Pay Gap and Equal Pay are two separate measures.

- **Gender Pay Gap** is the difference in average pay between men and women, regardless of job role or seniority. It measures the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern. It does not measure equal pay.
- **Equal pay** refers to the pay difference between men and women who carry out the same job or perform work of equal value.

Where a percentage difference is shown, a positive value means a percentage difference in favour of males and a negative value means a percentage difference in favour of females.





Bonus & Benefit In Kind

% of Male & Female employees who received Bonuses & Benefit in Kind

Bonus: Proportion of Male / Female
who received a *paid bonus renumeration.*

Male = 98%
Female = 90%

BIK: Proportion of Male / Female
who received *benefits in kind*.

- Male = 96%
- Female = 80%



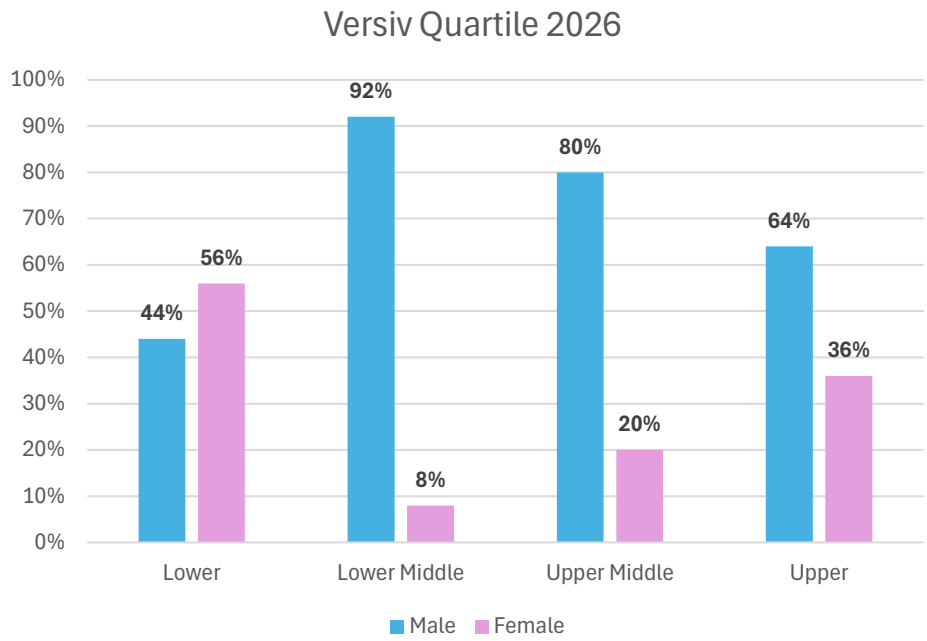
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Gender distribution by Pay Quartile

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment.

Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Quartiles are represented as Lower, Lower Middle, Upper Middle and Upper.



Mean / Median Hourly Remuneration and Bonus of relevant employees of Male / Female gender

Pay gap of **Mean Hourly** remuneration of all employees: **-6.6%**
Pay gap of **Median Hourly** remuneration of all employees: **-0.62%**

Bonus gap of **Mean Bonus** remuneration of all employees: **-55%**
Bonus gap of **Median Bonus** remuneration of all employees: **-51%**

What is Mean Pay Gap?

The mean is the average hourly rate of pay for a group of employees.

In the context of Gender Pay Gap the mean is the difference between women's mean hourly pay and men's mean hourly pay.

What is the Median Pay Gap?

The median is the middle score for a set of data that has been arranged in order of magnitude.

In the context of Gender Pay Gap the median is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man).

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2026 Employer Statement

- The management team of Versiv Composites Limited is proud to state that equal pay for equal work is maintained across our organisation.
- In terms of gender balance, since we operate production with a 3 Cycle Shift and a standard day shift, we recognise that this tends to skew the distribution of male to female in our total population. Across our white-collar population, the distribution is much more balanced. The top management team is evenly split by gender.
- We will continue to promote equal opportunities in recruitment, development and promotion processes.