



Gender pay gap

Selwood Ltd pay gap results 2024

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www.selwood.co.uk

Selwood

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Selwood is the UK's leader in pump rental and engineered water handling solutions. Many of our roles have an engineering bias, be that pure engineering (electrical or mechanical), engineering-related sales support or trade/workshop-based roles. Despite our inclusive recruitment efforts, these vacancies tend to attract significantly more male applicants than female.

The gender distribution within our business reflects this engineering focus. Women make up 18% of our total workforce. This percentage rises to 31% when excluding engineering and workshop roles and increases further to 46% when looking at head office roles only.

Many roles at Selwood are Skilled Trade, for which the national average pay gap is 15%. Selwood's pay gap has increased from 3.6% in 2023 (in favour of men) to 6.9% in 2024. This is still below the All Sectors national average pay gap of 7%. We believe this 3.3% change in our pay gap is due to an increase in headcount for some of our skilled trade roles, which can carry a premium on salary and attract more male than female applicants.

Selwood's median gender pay gap has increased from -14.4% in 2023 (ie 14.4% in favour of women) to -16.3% in 2024.

Regarding our bonuses, Selwood's roles are either bonus-eligible or overtime-eligible. Since our engineering roles tend to be overtime-eligible while our head office and branch roles are bonus-eligible, our female colleagues at Selwood are more likely to receive a bonus than their male counterparts (90.4% of women vs. 36.2% of men).

By contrast, when looking at the value of bonuses being paid, our bonus pay gap is above 50% meaning that while fewer men receive a bonus than women, when a bonus is paid, men tend to be paid more. This bonus pay difference is a result of many of our engineers (who tend to be male) progressing into Sales roles, which is where our largest bonuses and commission can be earned.

Selwood remains committed to being an inclusive employer and whilst it is not uncommon to see a predominantly male workforce in our industry, we are committed to encouraging women to join our workforce. Our recruitment practices reflect this commitment, and we have a structured reward strategy in place to ensure fairness and consistency across all roles. We remain dedicated to reducing the gender pay gap and will continue to implement initiatives and strategies to promote gender equality within our organisation.



Lisa Atkinson
Group Chief Human Relations Officer

Selwood

Gender pay gap results 2024 vs prior year

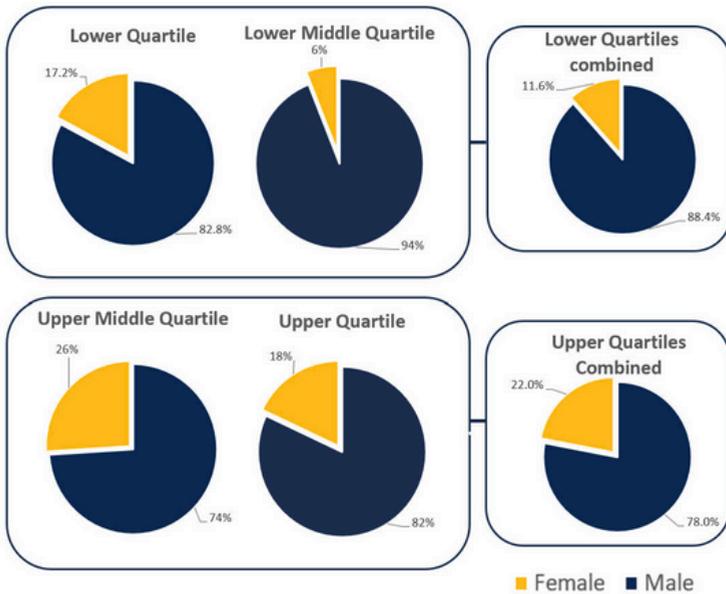
	Gender pay gap	Bonus pay difference
Mean	6.9%	56.2%
Median	-16.3%	52.4%

Bonus pay received



Quartile Pay Bands

The proportion of male and female employees in the Lower, Lower Middle, Upper Middle and Upper quartile pay bands.





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