



WRITECH

Fire Protection Engineering

2025 GENDER PAY GAP REPORT





To improve
is to CHANGE;
to PERFECT
is to change often

01

Introduction

At Writtech, we are committed to promoting an inclusive and equitable workplace where all employees are fairly rewarded for their contributions. Transparency is a key part of this commitment, and publishing our gender pay gap data allows us to reflect on progress, identify areas for improvement, and take meaningful action to reduce disparities.

By sharing this information openly, we aim to demonstrate accountability and reinforce our ongoing dedication to diversity, equity, and inclusion.

What is the Gender Pay Gap?

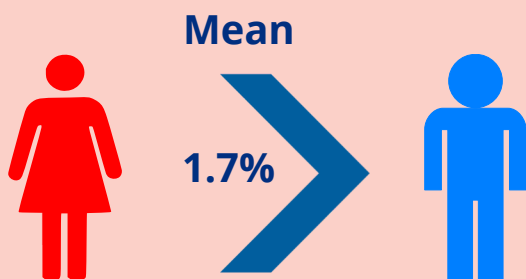
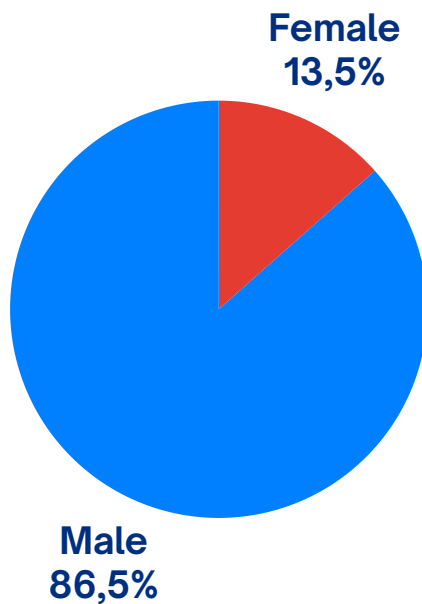
The Gender Pay Gap measures the difference in average hourly earnings between men and women across an organisation. It looks at the overall pay of all male employees compared with all female employees, rather than comparing individuals doing identical roles, working the same hours, or having equivalent skills and experience.

It is important to distinguish the Gender Pay Gap from unequal pay. The reported figure reflects a single point in time — in this case, 30 June 2025 — and should be considered a baseline rather than a final outcome. It serves as a useful starting point for organisations seeking to build and maintain a more gender-balanced workplace.

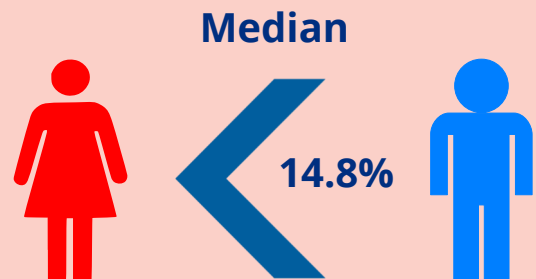
02

Writechs' Pay Gap Data 2025

Writechs Workforce by Gender %



The mean (average) is calculated by adding up all the individual pay amounts, converted to an hourly rate, and divided by the number of individuals in the data set. Median This is calculated by identifying the middle value in the sorted list of all pay amounts within the dataset.



Median This is calculated by identifying the middle value in the sorted list of all pay amounts within the dataset.

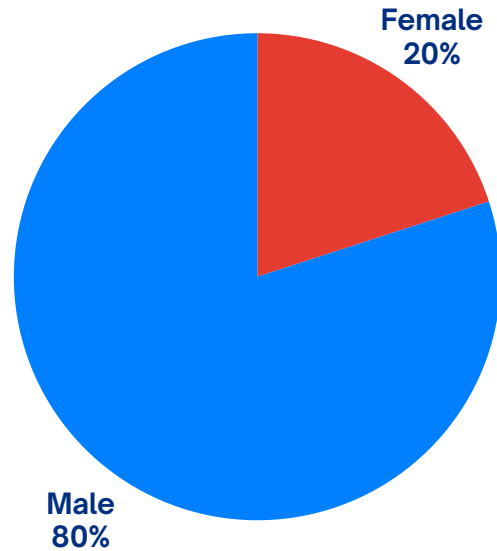
- Our mean Gender Pay Gap for 2025 is 1.7%

- Our median Gender Pay Gap for 2025 is 14.8 %

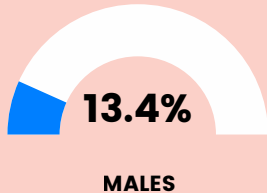
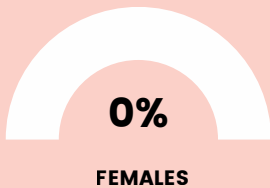
03

Writechs' Pay Gap Data 2025

Percentage of Males & Females at top level Management (%)

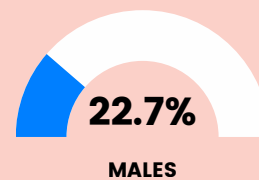
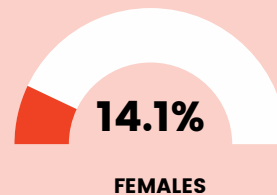


Employees who Receive Bonus Pay %



- Bonuses are a sum of money added to a person's wages or salary, usually related to performance.

Employees who Receive Benefit in Kind %



- BIK represents benefits that cannot be converted into cash but have a cash value, e.g. the use of a company car, company health insurance, etc.

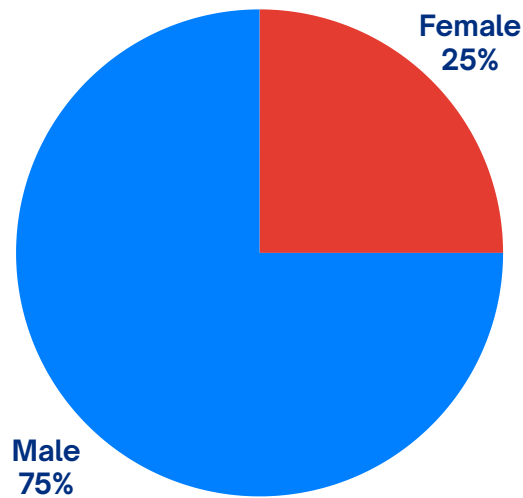
03

Writechs' Pay Gap Data 2025

Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

27%

Percentage of Women within the organisations board

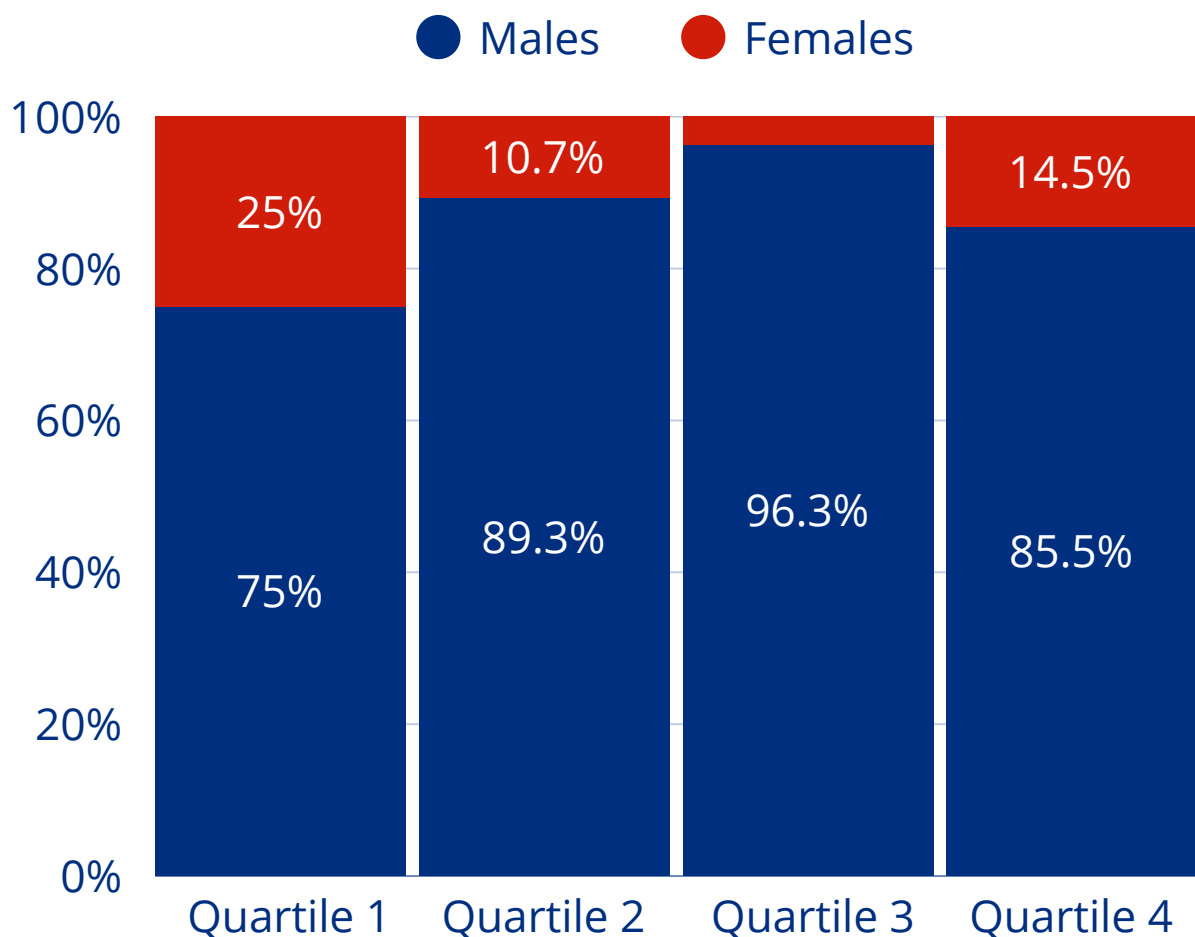


04

Factors impacting our 2025 Gender Pay Gap

When looking at our Gender Pay Gap figures (1.7% at the mean and 14.8% at the median level), the central driver of these gaps is the influence by the engineering sector in which we operate, where female representation remains comparatively low. However, we recognise this imbalance and actively support community initiatives, such as the Dream Big programme, to encourage greater female participation in engineering. We also ensure that employees performing the same roles are remunerated equally, regardless of gender. We are delighted to see a rise in Quartile 4 which has increased by 4% since last year.

Quartile Bands



- Q1 – the lower remuneration quartile.
- Q2 – the lower middle remuneration quartile.
- Q3 – the upper middle remuneration quartile.
- Q4 – the upper remuneration quartile.

Measures to Address the Gender Pay Gap

Equality, Diversity and Inclusion

Writech has prioritised the promotion of a positive, inclusive workplace culture. The aim is to engage colleagues and support initiatives that advance EDI and support a more equal and diverse workplace. In 2023, the W.I.D.E Committee was formed and its commitment to this work is ongoing. The Committee's activities and any EDI action plan it develops will support the overall People Strategy.

Recruitment

At Writech we are reviewing and continually working to improve our recruitment practices to enable fair and balanced opportunities for all, understanding the barriers within our processes and ensuring the language in our recruitment adverts appeals to all genders.

Learning & Professional Development

Writech supports continuous professional development and offers a wide range of learning and development opportunities, including professional business qualifications programmes, networking and mentoring, and tailored leadership development initiatives. More broadly, the organisation provides training and awareness related to equality, diversity, and inclusion (ED&I) for employees.



**Esmé Fitzsimons HR
Manager Writech**

"Writech takes pride in being an equal opportunities employer. We are committed to ensuring that all employment policies, practices and procedures promote fairness, inclusion and respect for every employee, and to preventing discrimination or harassment on any grounds, including gender. As part of this commitment, we continue to take proactive steps to close our gender pay gap and increase female representation at all levels of the organisation. We recognise that meaningful progress requires ongoing focus, transparency and accountability, and we remain dedicated to creating an environment where everyone has equal opportunity to succeed and develop their career"



WRITECH

Fire Protection Engineering

