

2024 GENDER PAY GAP REPORT

2024/25 Reporting Year

Reading our data

In the UK, our female representation remains steady at around 41%. As an engineering business this is above the industry average but remains too low and continues to impact our Gender Pay Gap scores.

We are making meaningful progress in improving gender balance across the lower and upper quartiles of our UK business. In 2024 we employed our first female moulding press operators at our Melksham plant, promoted our first ever female UK site leader and appointed three women onto the Group Executive Committee, one of whom works part time hours. This is the most diverse leadership team in our history and reflects our commitment to ensuring women are represented at all levels of our business. Due to the timing of these appointments, these changes are not reflected in this year's data report.

We are also seeing an increase in female talent at the early career phase, but we recognise that there is still more to do to increase female representation across our business. In 2024, we launched our Women in Leadership Focus Group which allows our senior female employees to identify actions and pain points for improvement across the organisation. This initiative supports our ambition to increase the number of women in senior roles and ensuring equal opportunities for all employees to reach their full potential.

A major proportion of the women in Avon have operations (manufacturing related) roles. We recognise that transferring to higher paid roles available within the business often requires additional qualifications (normally a degree). Balancing a full-time job, dependent care and adding qualification study is a significant undertaking. We are committed to identifying actions to enable progression from these roles into other roles in the organisation. We are also committed to increasing the number of women in senior executive positions by developing our recruitment and succession planning processes and by retaining more women within the Company.

We have a clear policy of paying equally for the same or equivalent work and are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. A formal Board Diversity Policy is in place, a copy of which can be found in the Corporate Governance section of our website.

Pay Gap Data

The figures included in this report represent our aggregated results which include all applicable employees in the UK.

Our report is aligned to the requirements of the UK regulations on organisations with more than 250 employees to report the mean and median gender pay gap and bonus gender pay gap, the proportion of men and women who receive a bonus and the distribution between genders across pay quartiles.

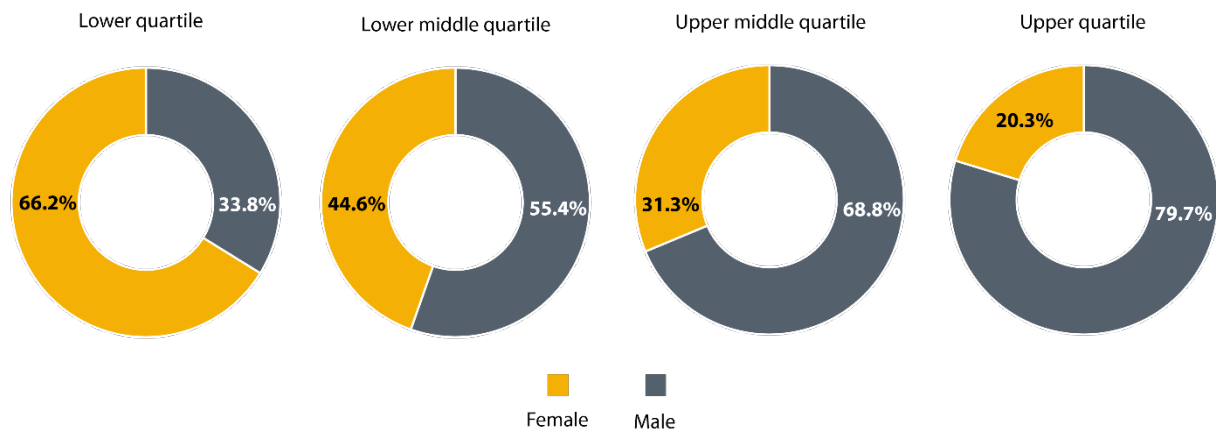
This is different to equal pay, which requires men and women in the same job in the same organisation to be paid the same.

At Avon we ensure, through our reward policies and processes, there is no gender bias in our approach to pay.

The data:

1) Proportion of men and women in each quartile (by hourly rate of pay)

This analysis shows a breakdown of each quartile (based on the hourly rate of pay) by gender.



Our gender split of our most senior roles is the primary driver behind our gender pay gap. While 41% of our entire UK employee base is female, only c.20% of employees in the upper quartile are female and this influences significantly both the hourly pay gaps and the bonus pay.

2) Difference in hourly rate of pay

This analysis shows the difference between male and female employees average and median hourly rate of pay. Our score shows that because of the smaller number of women in senior roles there is a 42% average difference and 32% median difference between the hourly rate of pay of men and women in Avon.

Difference in hourly rate of pay	
Mean	41.9%
Median	31.9%

3) Difference in bonus pay

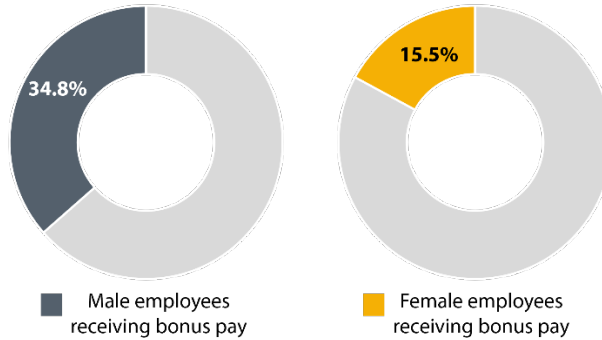
This analysis shows the difference between male and female employees average and median bonus pay. Our score shows that, again because of the smaller number of women in senior roles there is a 77% average difference and 47% median difference between the hourly rate of pay of men and women in Avon.

Difference in bonus pay	
Mean	76.7%
Median	47.5%

During 2024 we launched a bonus plan for grade 1 employees where we have a significant proportion of women in operations role, improving their ability to share in the success of the business.

4) Proportion of employees receiving bonus pay

This analysis shows the percentage of male employees and female employees who received bonus pay during the year and again reflects the lower number of women in senior roles in our organisation.



Summary:

As can be seen throughout this report, our Gender Pay Gap results are heavily influenced by our lower number of women in senior leadership positions. We recognise there is still more to do to create a fully inclusive workforce or all our employees and have made some significant steps during 2024 to support this. We therefore expect to see improvement in our Gender Pay scores as these initiatives start to embed.

We'd like to say thank you to all our Avon Technologies plc colleagues for supporting and making Avon a great place to work for everyone.

I confirm that the data above is accurate and that the statutory data is calculated in line with the methodology outlined in the regulations.

Kate Vizmes

Group Human Resources Director

March 2025