

## Gender Pay Gap Report 2025

### Introduction

Employers with 250 or more employees are required to publish gender pay gap information from 2025, based on data from April 2025. This report provides English Provender Company Limited (EPC) with all necessary results based on current data.

### Details

This report has been prepared in line with the requirements set out by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report reflects data for our Newbury and Newport, including Newport Very Lazy sites combined.

**Relevant date:** 6<sup>th</sup> April 2025

### Summary of gender pay gap report

The mean gender pay gap for EPC is 8.26%

The median Gender Pay gap for EPC is 0.80%

The mean bonus pay gap for EPC is -24.12%

The median bonus gender pay gap for EPC is -53.09%

The proportion of male employees in EPC receiving a bonus is 90.31%

The proportion of female employees in EPC receiving a bonus is 85.86%

### EPC pay quartiles:

Band	Male	Female	Description
1	61.90%	38.10%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
2	68.31%	31.69%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
3	69.44%	30.56%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
4	69.66%	30.34%	Includes all employees whose standard hourly rate places them above the upper quartile.

We believe that EPC has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by EPC and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information).

### Causes contributing to the gap

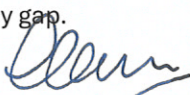
We are also strongly encouraged that our median gender pay is now below 1% which is a further reduction year on year by 1.21%.

The pay quartiles show that women are underrepresented in each quartile compared to males and is lower than 2023. A key part to next year's plan will be to get more women into the organisation at an entry level.

We have increased women in Senior Leadership roles within the business keeping the % figure above 40% compared to the 36% it was in 2023. This has positively impacted on the mean bonus position as well.

### Action Plan

We are continuing to review our payment structures, with a focus on development and progression for all staff. Last year we targeted the middle and upper quartile by investing in a management training programme; this year it will be rolled out to median and lower quartile which should positively impact on the pay gap.



**James Logan**  
Managing Director