

EDWARDS LIMITED GENDER PAY GAP REPORT 2025



At Edwards we recognise the value of an inclusive workplace culture and know that when we leverage diversity of knowledge, skills and background we optimise innovation, creativity and ideas.

Pay Gap

Men earn on average **9.16% more** than women (mean).

Men earn **9.11% more** than women (median).

Edwards Limited UK workforce
1,249 employees. 324 women (26%) and 925 men (74%).

Part time population

13% of women work part-time (42)
6% of men work part-time (50).

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In line with UK government regulations introduced in 2017, we are publishing our ninth annual Gender Pay Gap report. This report details the data for Edwards Limited, which covers our entire UK workforce. Overall the UK gender pay gap has improved in 2025, with the mean data seeing a decrease of 0.5% year over year, while the female median rate decreased by 1.1% year over year.

The gender pay gap is not the same as equal pay. We regularly review our approach to pay equality through our hiring processes, personal performance development review and salary planning processes, and we are confident that we offer equal pay for men and women undertaking comparable work. The gender pay gap is an average figure for all UK employees regardless of the job that they do.

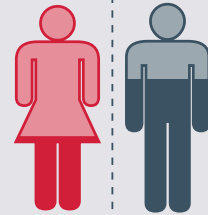
How we're driving change

Efforts towards achieving our longer-term strategic goals include:

- **Strengthening the pipeline of women into engineering and manufacturing:** Our gender pay gap continues to reflect a challenge seen across the wider engineering and manufacturing sector: women remain underrepresented in technical and senior roles, which are typically higher paid. Increasing the number of women entering and progressing within these areas remains central to our long-term approach to reducing the gap.
- **Inspiring future female talent:** We continued to focus on early engagement to encourage more girls and young women to consider STEM careers. Across our UK sites, we delivered a mix of hands-on activities, including primary school engineering challenges, careers fairs, Open Doors site visits, and dedicated programmes such as Girls' Work Experience Week and Girls in Tech Day. These initiatives give students early exposure to engineering and the chance to meet female role models working in our business.
- **Targeted outreach:** To broaden our reach, we promoted opportunities through platforms that engage girls and underrepresented groups in STEM, including Gradcracker, Unifrog, WES, InnovateHer and the WISE Campaign. Using a range of channels helps ensure our roles are visible to a more diverse pool of future talent.
- **Inclusive recruitment:** We continued to embed inclusive recruitment practices by using gender-balanced language in job adverts, encouraging applications from a wide range of candidates, promoting flexible working where possible, and ensuring balanced representation at assessment stages. These actions support our ambition to attract more women into engineering and technical roles.
- **Partnerships that amplify impact:** Our partnerships with schools, colleges and STEM organisations remain an important part of our approach. We supported a variety of local STEM initiatives, contributed to regional careers events, and continued to offer meaningful work experience opportunities. These collaborations help us reach more young people and strengthen awareness of engineering careers within our communities.
- **Early Careers:** While Early Careers intake varies from year to year, we continue to support the development of our apprentices, graduates and Year-in-Industry students. Across our UK operations, two of our sites currently have active Early Careers programmes, with women making up 33% and 41% of those cohorts. These figures reflect the impact of our ongoing outreach and recruitment efforts, and the progress we're making in attracting more women into early career roles.

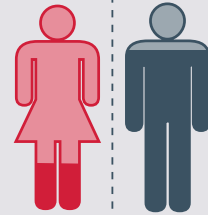
Gender Breakdown per Pay Quartile

Quartile 01 - Lower Paid



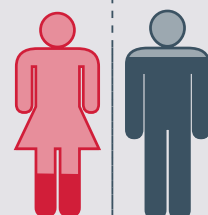
Women 36%
Men 64%

Quartile 02 - Lower Middle



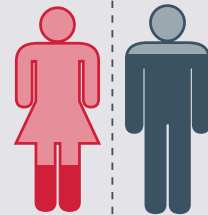
Women 23%
Men 77%

Quartile 03 - Upper Middle



Women 22%
Men 78%

Quartile 04 - Highest Paid



Women 23%
Men 77%

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Bonus

Average (mean) bonus earnings for men are 30.7% higher than bonus earnings for women. Median bonus earnings for men are 13.3% higher than median bonus earnings for women, a decrease of 10.4% since 2023.

89% men received a bonus

90% women received a bonus

As bonus directly correlates with a percentage of basic salary, employees working part-time hours impacts the amount of bonus they will receive. Other factors that impact bonus payments include employee personal performance ratings, and financial performance attributed to the area the employee is working. These can vary between 0% and 150% of target.

Gender Pay Breakdown Summary

Mean hourly pay difference between M/W employees (%)	9.2
Median hourly pay difference between M/W employees (%)	9.1
Proportion of employees in lower pay quartile (1) (W/M %)	36/64
Proportion of employees in lower middle pay quartile (2) (W/M %)	23/77
Proportion of employees in upper middle pay quartile (3) (W/M %)	22/78
Proportion of employees in highest pay quartile (4) (W/M %)	23/77
Mean bonus payment between M/W employees (%)	30.7
Median bonus payment between M/W employees (%)	13.3
Proportion of employees receiving bonus pay (W/M %)	90/89

The above table shows our mean and median gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2025 (pay) and in the 12 months reference period to 5 April 2024 (bonus)).

Edwards is committed to providing and creating an inclusive place to work as gender diversity is key for our future and long term success. I certify that the information given in this report is true and accurate.



Koen Lauwers,
Business Area President, Vacuum Technique and Company Director, Edwards Limited