

CRUINN DIAGNOSTICS

GENDER PAY GAP REPORT

2025

GENDER PAY GAP REPORT

We are pleased to present Cruinn Diagnostic's first gender pay gap (GPG) report. The GPG helps organisations progress towards achieving greater gender equality and pay equality in the workplace.

How This Report is Composed:

The gender pay gap is the difference in the average hourly wage of women and men across a workforce.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

This reporting period is the 12 months immediately preceding and including 10th June 2025.

The statutory findings required to be published are:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of females and males in receipt of Benefit in Kind (BIK) elements of remuneration
- Proportion of females and males by quartile pay band

Gender Pay Gap:

Gender Pay Gap refers to the difference between what is earned on average by females and males based on average gross hourly earnings of all paid employees – not females and males doing the same job, or with the same experience.

Gender Pay Equity:

Gender Pay Equity seeks to ensure that employees who perform the same role, with the same responsibilities, experience, competency and skills are paid equally irrespective of their gender.

Gender pay is not the same as equal pay. You can have a gender pay gap but not have an equal pay issue.

UNDERSTANDING THE TERMINOLOGY

Mean:

The mean pay gap is the difference in the average hourly pay gap for women compared to men.

Median:

The median pay gap represents the middle point of the female population versus the male population.

Hourly Rate:

Total Earned (both Ordinary Pay and Bonus) / Hours worked.

Ordinary Pay:

This included the normal salary paid to the employee, allowances, overtime and shift premiums.

Bonus:

Average bonus earned in the previous 12 months. This includes bonus payments in the form of money and vouchers, related to performance, incentives or commission.

Quartiles:

Gender Pay Gap Reporting requires an organisation to divide their employees into quartiles based on their hourly remuneration and then report each quartile by the percentage of females and males

Benefit in Kind (BIK):

Any non-cash benefit of monetary value provided to an employee, in our case, Company Cars and Health Insurance.

GENDER PAY GAP STATISTICS

♀ 37.5 % of our employees are female

♂ 62.5% of our employees are male

GENDER PAY GAP BY:	MEANS (%)	MEDIAN (%)
Hourly Rate	20.88	36
Bonus	35.17	50
Hourly Rate (Part Time)	No part time male employees	

BONUS PAID	FEMALE (%)	MALE (%)
Proportions	80.5	90

BIK PAID	FEMALE (%)	MALE (%)
Proportions	46	76

	FEMALE (%)	MALE (%)
Lower Quartile Q1	54	45
Lower Middle Quartile Q2	33	66
Upper Middle Quartile Q3	33	66
Upper Quartile Q4	25	75

INTERPRETING THE STATISTICS

Hourly Rate:

- The mean hourly rate gender pay gap is +20.88%. The gap is largely influenced by the higher percentage of male employees which is typical in male dominated fields such as Engineering and Operations.
- The median pay gap of +36% again reflects the higher percentage of male employees in senior roles in Engineering and Sales.

Bonus:

- The mean gender pay gap of 35.17% is largely driven by a higher percentage of male employees in higher paid positions, predominantly as Engineers, and at a senior level in the organisation.

Hourly Rate (Part-Time)

- We have no part-time male employees

Bonus Paid:

- The percentage of females receiving bonus payments is 80.5%, and males 90%. The slight variation is due to starters and leavers in any year.

BIK Paid:

- As our engineers and technicians are on the road and as such are provided with a Company Vehicle the percentage of between females and males is higher in favour of male employees.

Quartile Analysis:

- The quartile analysis is broadly similar to the overall gender percentage split across the Company

ADDRESSING THE PAY GAP

Diversity, Equality and Inclusion (DE&I)

- Cruinn Diagnostics is an equal opportunity employer targeting skilled employees in a challenging recruitment environment. We strive to recruit without gender bias, and with equal pay.
- We recognise that strong policies and practice in DE&I will benefit the Company and individual employees.
- We will continue to review and improve our policies and procedures to enhance fairness and equity with regard to gender at all levels in the organisation.

Support and Talent

- We provide supports for parents and carers in the workplace. We strongly believe this is important to retain female talent which will support our employees through their career lifecycle and help us achieve better gender balance at senior level.
- We review job descriptions to ensure the language used is inclusive and gender neutral. We have processes such as recruiting, talent development and performance management that are fair and equitable and help us realise the potential in our skilled talent pool.
- Succession planning helps us to support the progression of diverse talent in managerial positions.