Woodall Nicholson Group – Gender Pay Gap Statement

This report demonstrates the collective gender pay gap for Woodall Nicholson Group, as at 5th April 2025 which compromises of the following companies;

- Woodall-Nicholson Ltd
- Castilian 1 Ltd, Westhoughton
- Mellor Bus Ltd, Rochdale
- Treka Bus Ltd, Brighouse
- Promech Engineering Ltd, Scarborough

For this reporting period, the Woodall Nicholson Group had 388 employees as at the snapshot date split as 339 male employees and 49 female employees. No individual subsidiary listed above had more than 250 employees as at the snapshot date and therefore no individual branch reports have been submitted.

Pay is based on the nature of the role; men and women are paid equally in the same role based on skill set not gender.

Gender Pay Gap Statistics

Percentage of Men and Women in each hourly pay quartile

	Lower	Lower Middle	Upper Middle	Upper
Males	87.5%	83.7%	91.3%	88%
Females	12.5%	16.3%	8.7%	12%

Mean and Median Gender Pay Gap using Hourly Pay

Mean -5.6% Median 6.5%.

Percentage of Men and Women who received Bonus

Female 8.2% Male 4.4%

Mean and Median Bonus Gender Pay Gap Percentage

Mean -60.9% Median -18.8%

Comparisons and Commitment

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. These results inform us that whilst the majority of our workforce is male, we have females occupying some higher level positions and positions which are eligible to receive bonus payments compared to the majority of our male employees.

The median gender pay gap for the whole economy (according to the 2025 ONS figures) is 12.8%, so we are happy that the Woodall Nicholson Group sits far below this at 6.5% but realise this does mean that typical women earn less than typical men across our Group. Another factor which we believe is relevant is that many women are employed in office roles where the full time

equivalent is 34.5 hours per week yet men employed within manufacturing roles have a 38 hour per week FTE.

We are committed to reviewing our pay rates to ensure they are not only fair and accurate for the role and work type, but to ensure equally for the same level of work regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We intend to gather information across the next year of trading across all Group sites to monitor leaving reasons across male and female employees to understand if pay is a factor; review the number of men and women in each role and pay band specifically when we complete our annual pay review process and monitor recruitment applications across gender to support future recruitment activities.

Signature:

Matthew Dawber

Chief Financial Officer