

Gender Pay Gap Reporting Statement

The gender pay gap is the difference between the hourly rate of pay levels for male and female employees in our UK business. This is different to equal pay, which is about whether a woman and a man receive equal pay for the same or a similar job.

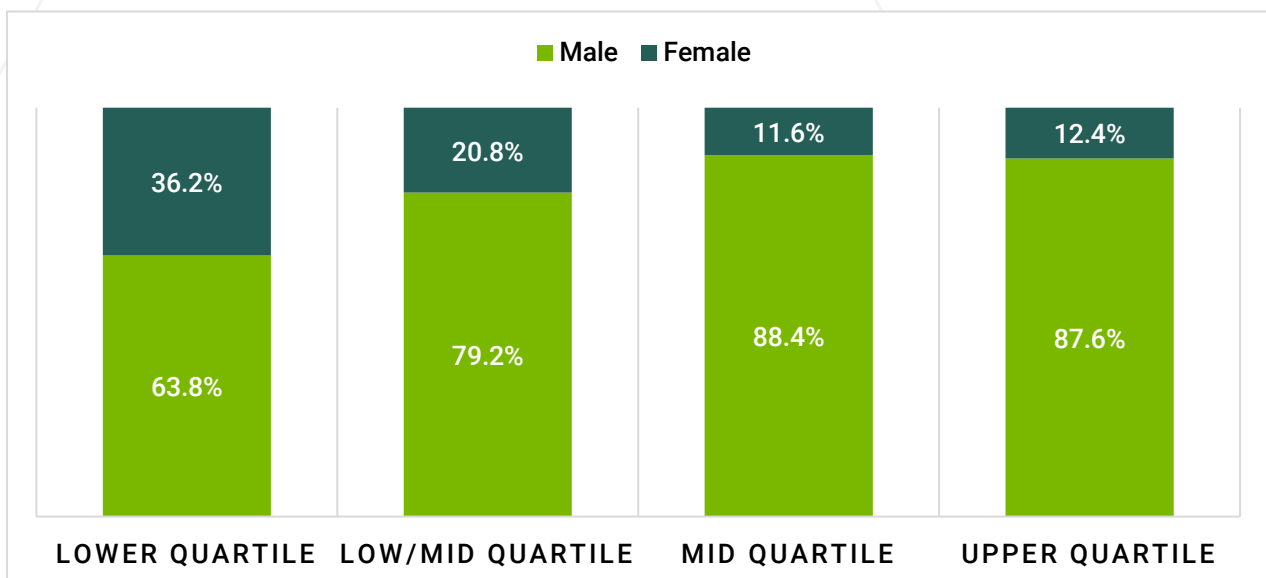
proAV are committed to equal pay and promoting a fair and transparent environment for employees to be rewarded based on their position, contribution, competencies and contribution.

Findings for 5 April 2024

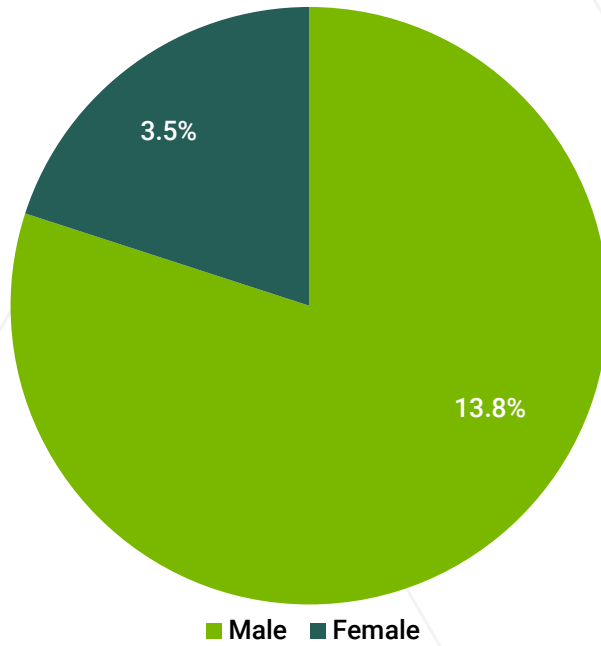
Difference Between Male and Female Colleagues

Difference Between Males and Female Colleagues		
	Mean	Median
Pay Gap	19%	16.6%
Bonus	60.1%	55.4%

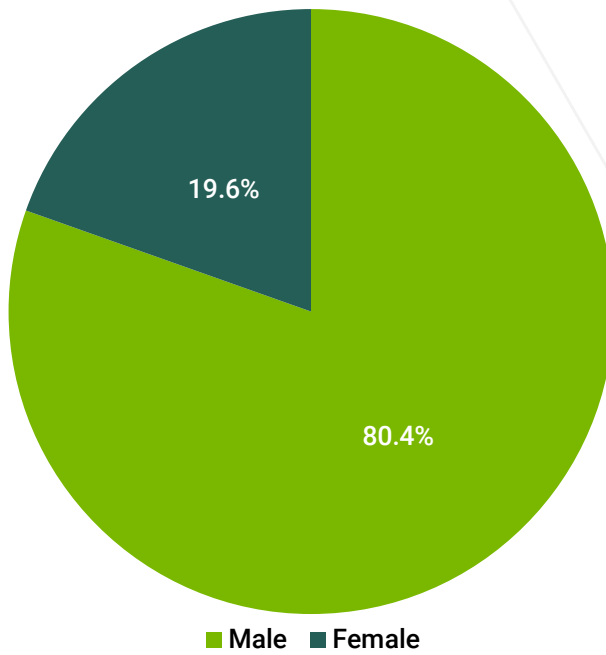
Proportion of Males and Females in each Pay Quartile



Proportion of Males and Females Receiving a Bonus Payment



Gender Split



N.B. no employees had stated their gender as non-binary at time of writing.

proAV Review 2023/2024

The mean (average) gender pay gap for 2023/2024 was 19% which indicates women were paid 19% less than men. This is a slight increase from 18.6% in 2022/2023. By comparing the 'middle male' and 'middle female' hourly rates of pay, women were paid (18.7%) 16.6% less than men in 2023/2024. This is higher than the UK average, but this has reduced for two consecutive years, from 22% in 2021/2022 and 18.7% in 2022/2023.

We recognise that there are a higher proportion of women that fall within the Lower quartile whereas there is a higher proportion of men in the Low/Mid, Mid and Upper quartiles. These quartiles are dominated by our technical, engineering and sales roles which traditionally attract higher salaries and bonuses. We are pleased to have increased in the percentage of women in the low/mid and mid quartiles compared to 2022/2023.

proAV Actions and Initiatives

We are committed to promote and support an inclusive culture for all our employees. We are working towards bringing more women into the organisation but also to increase the number of women through middle and senior management roles through internal development and promotion. By expanding our diversity, equality and inclusion initiatives we believe this will create a more inclusive organisation across the pay grades and ultimately strengthen our performance and competitiveness. We have several initiatives in play across the employee life cycle which we hope will help us achieve this.

Recruitment

Each job applicant or prospective candidate is treated on the basis of their relevant merits and abilities and all vacancies are open to all genders. We continually review and improve our recruitment process to encourage a more diverse organisation. For example, targeting gender specific job boards, providing unconscious bias training for hiring managers and apprenticeships.

proAV works within the Science, Technology, Engineering and Mathematics (STEM) industries which traditionally attracts more males than females. 2023 saw the launch of proAV's apprenticeship and work experience programmes with a focus on encouraging more women to choose a career within the STEM industries. proAV is continuing with this initiative or 2025/2026 and beyond.

Retention

Although proAV has core working hours, the introduction of flexible working has made a positive difference resulting in more staying with the company. proAV is proactively continuing to evolve its flexible working policies to ensure we are accommodating as many flexible working requests as possible, from all genders and especially from parents returning to work after maternity or paternity leave. We seek to respect each employee and their individual needs and whenever possible, subject to operational requirements, will endeavour to be flexible.

Progression

proAV has been reviewing the number of females in our senior management positions by using our HRIS data to track their progression through the company. In 2023, we introduced performance management through our HRIS empowering employees to take control of their professional development conversations with their managers. We encourage our female employees to exploit this opportunity to discuss their future progression through our organisation.

In accordance with the Equality Act 2010 and its protected characteristics, we will not discriminate against others, however we will take positive action towards reducing the gender pay gap, by seeking to remove any prejudice and encourage our female colleagues within the organisation to grow their careers.



A blue ink handwritten signature of Francesca Hazell, featuring a stylized 'F' and 'H' followed by a long horizontal flourish.

Francesca Hazell
Operations Director