



Clayton Glass Ltd

Gender Pay Gap Report 2025

Snapshot Date: 5 April 2025

Introduction

This report sets out Clayton Glass Ltd's Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap measures the difference between the average earnings of men and women across the organisation. It differs from equal pay, which relates to men and women receiving equal pay for carrying out the same or equivalent work.

The figures below are based on employees in scope on 5 April 2025.

Gender Pay Gap

Mean Gender Pay Gap **6.01%**

Median Gender Pay Gap **5.94%**

Bonus Pay Gap

Mean Bonus Pay Gap **-39.4%**

This indicates that, on average, women received higher bonus payments than men during the reporting period.

Median Bonus Pay Gap **0.0%**

Proportion of Employees Receiving a Bonus

Gender Percentage Receiving a Bonus

Men 77.0%

Women 77.8%



Pay Quartiles

The table below shows the proportion of male and female employees within each pay quartile.

Pay Quartile	Men	Women
Upper Quartile	88.2%	11.8%
Upper Middle Quartile	94.1%	5.9%
Lower Middle Quartile	93.3%	6.7%
Lower Quartile	79.8%	20.2%

Commentary

Clayton Glass operates within the manufacturing and fenestration sector, where female representation within technical, engineering, production and operational roles remains lower than many other industries.

The Company's gender pay gap reflects the composition of its workforce at the snapshot date. Clayton Glass remains committed to providing equality of opportunity and ensuring that employment, development and progression decisions are based on merit, skills and business needs. The Company will continue to monitor its workforce data and review its people practices to support fairness, transparency and inclusion across the business.

Declaration

I confirm that the information and data reported are accurate and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: _____

Mark Robinson
Finance Director
Clayton Glass Ltd

Date: 25 June 2026