



Kitchen, Floors, Decking & Doors
Panel Products and Laminates

Gender Pay Gap Report 2025

Introduction

The Gender Pay Gap Information Act 2021 requires organisation to report on their hourly gender pay gap across a range of metrics. Regulations have been published which set out the detail on how these calculations should be made.

The Regulations have been updated to reflect the obligation on organisations with over fifty employees to report on their gender pay gap in 2025.

This is the first Gender Pay Gap Report that NOYEKS has published. It relates to the period 1st July 2024 to 30th June 2025.

What is the Gender Pay Gap?

Gender Pay Gap is the difference between men's and women's average hourly rates across the company regardless of their position or seniority in the company, which is expressed relative to the earnings of men.

The Gender Pay Gap Information Act 2021 require companies to report on:

- The mean and median gender pay gap in hourly pay, between all male and female employees, which are also reported on, for part-time employees and employees on temporary contracts
- The mean and median gender pay gap in bonus pay, between all male and female employees
- The proportion of men and women who received bonus payment
- The proportion of men and women who received benefit in kind
- The proportion of men and women in each pay quartile

How is 'Gender Pay Gap and 'Equal Pay' different?

The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all men and women in the business and does not take into account roles in the organisation, performance history or any other differentiating factors.

The Gender Pay Gap should not be confused with 'Equal Pay', which requires organisations, by statute, to pay employees equally, regardless of gender, for performing the same/ similar work or work of equal value.

At NOYEKS we are fully committed to the Employment Equality Acts 1998-2015. Our processes are developed to ensure they minimise the risk of discrimination of any kind.

Our Gender Pay Gap Data

Gender Hourly Pay Gap		Mean (Average)	Median (Middle)
	<i>All Employees :</i>	20.8%	13.4%
	<i>Part Time Employees :</i>	-3.0%	-10.8%

Gender Bonus Gap		Mean (Average)	Median (Middle)
		39.9%	-2.8%

Proportion of males and females receiving a bonus	Male:	97.8%	Female:	100.0%
---	-------	-------	---------	--------

Proportion of males and females receiving a benefit in kind	Male:	9.7%	Female:	0.0%
---	-------	------	---------	------

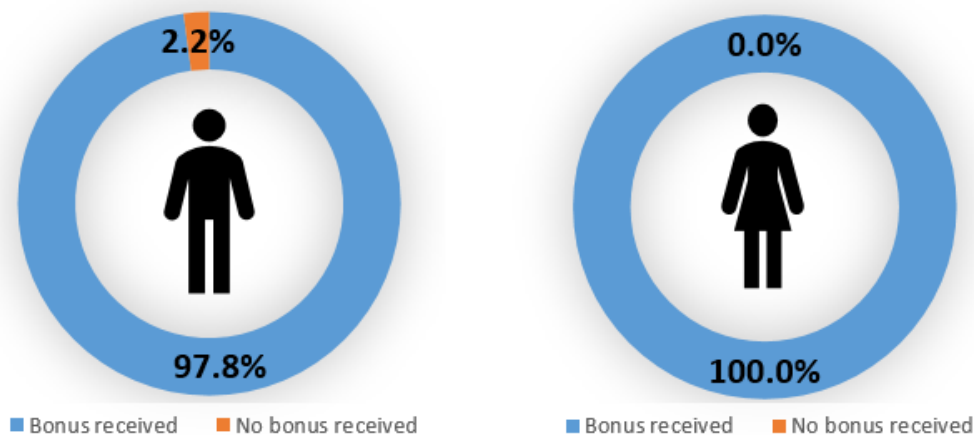
Proportion of males and females in each pay quartile		Lower	Lower Middle	Upper Middle	Upper
	Male:	72.4%	75.9%	80.0%	89.7%
	Female:	27.6%	24.1%	20.0%	10.3%

Our total workforce is made up of 79% male and 21% female. Our part-time workforce is made up of 40% male and 60% female. We do not employ staff on temporary contracts.

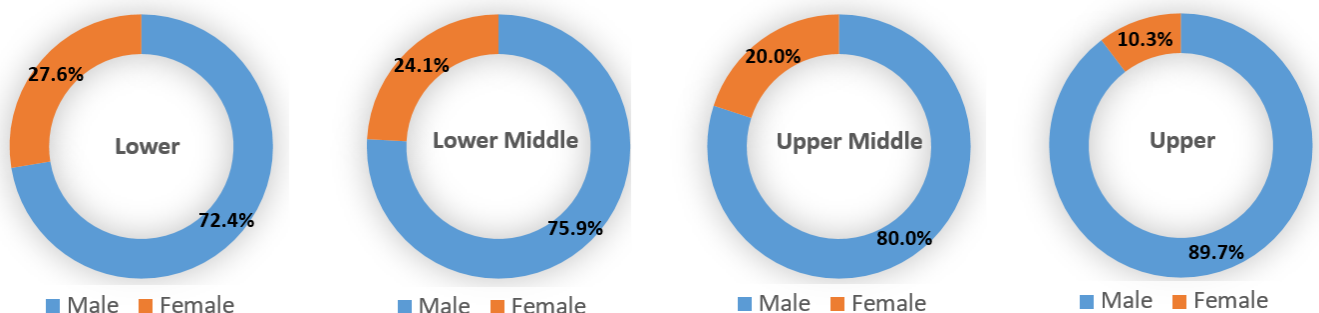
The large proportion of male employees (79%) is representative of the construction industry in general.

The benefit in kind relates to positions that require company vehicles. Currently all such positions are held by male employees.

Proportion of male and females receiving a bonus



Proportion of male and females in each pay quartile



Reducing the Gender Pay Gap

We recognise the impact that the high proportion of males in our workforce and in the construction industry in general, as a comparative, impacts our gender pay gap data. Better understanding the composition of our current workforce can help us to identify opportunities to improve the gender pay gap, and we intend to make informed decisions based on our data and insights to take appropriate action where it is possible.

We reward all our employees fairly and, in a gender, neutral way.