



GENDER PAY GAP REPORT 2025

Introduction

This report outlines our Gender Pay Gap reporting requirements as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

MS INTERNATIONAL plc is engaged in the design and manufacture of specialist engineering products and the provision of related services. We are committed to creating a fair, inclusive and rewarding workplace for all employees. As a business operating within the engineering sector, we recognise that our industry has historically attracted a predominantly male workforce.

It is important to note that the gender pay gap is different to equal pay. Equal pay relates to men and women being paid the same for carrying out the same or equivalent work. The Gender Pay Gap measures the difference in average earnings between males and females across the workforce regardless of role. The data is based upon a snapshot date of 5th April 2025 and comprises four main measures expressed relative to male earnings:

- Mean Gender Pay Gap compares the average hourly earnings of men and women in the relevant pay period as at the snapshot date.
- Median Gender Pay Gap compares the median hourly earnings of men and women in the relevant pay period as at the snapshot date.
- Mean Bonus Gap compares the average bonus of men and women during the 12 months prior to the relevant pay period.
- Median Bonus Gap compares the median bonus of men and women during the 12 months prior to the relevant pay period.

Gender Pay Gap Results

Measure	Result
Mean Pay Gap	10.7%
Median Pay Gap	9.1%
Mean Bonus Gap	78.4%
Median Bonus Gap	-50.0%

Bonus Participation

Measure	Male	Female
Proportion receiving Bonus Payments	7.9%	7.7%

Pay Quartiles

Quartile	Male	Female
Lower Pay Quartile	87.2%	12.8%
Lower Middle Pay Quartile	85.9%	14.1%
Upper Middle Pay Quartile	93.0%	7.0%
Upper Pay Quartile	88.2%	11.8%

Understanding Our Results

The statistics above are based on 342 employees of which 303 were males and 39 were females.

As an engineering company, MS INTERNATIONAL plc operates in a historically male dominated industry and therefore our results reflect the wider demographic profile of this sector where women remain underrepresented. There is a gender imbalance across the workforce with only 1 in 9 employees being female. The overall pay gap is primarily influenced by:

- A higher proportion of men employed in senior engineering and specialist technical roles, which typically attract higher salaries.
- Lower overall female representation across the business.
- Market wide challenges in attracting and retaining women with STEM careers.

The proportion of women in each quartile is broadly representative of the gender split across the workforce as a whole with the exception of the upper middle pay quartile where female representation is particularly low. In the upper middle pay quartile only 1 in 14 employees are women, compared to 1 in 9 across all quartiles. This reflects the concentration of male employees in highly specialised engineering roles.

The mean bonus gap is influenced by the relatively small number of employees participating in bonus schemes and the higher bonuses typically awarded to senior leadership where male representation is currently greater.

The negative median bonus gap shows that, at the midpoint of the bonus payments made, women received a higher median bonus than men during the relevant pay period. However, this is influenced by the small number of employees, particularly females, receiving a bonus and is therefore likely to fluctuate year on year.

Our Commitment

We recognise that improving gender balance within engineering and technical roles is a long-term challenge; one that is faced industry wide. We remain committed to ensuring an inclusive environment where everyone has equal opportunity to succeed. For example, we support leadership development and encourage internal progression. We are also committed to inclusive recruitment by using gender neutral job descriptions.

We continue to review our progress annually and strengthen the initiatives that support diversity, inclusion and career progression.

Director Statement

I confirm that the information contained in this report is accurate at the time of publishing and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Shelley Ashcroft
Group Finance Director

