

HYDRASUN LIMITED GENDER PAY GAP REPORT (Published April 2026)

As an employer of more than 250 people, Hydrasun Limited is required by law to report on our Gender Pay Gap and make this information publicly available on our website and submit our findings to the Government.

The information presented is as at 5th April 2025.

The mean hourly rate is the average hourly wage across the company so the mean gender pay gap is a measure of the difference between women's mean hourly pay and men's mean hourly pay.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man).

MEAN & MEDIAN GENDER PAY GAP

Mean Gender Pay Gap is 5.75%

Median Gender Pay Gap is -6.77%

SPLIT BY GENDER FOR EACH PAY QUARTILE

The table below provides details of the percentage split by male and female for each pay quartile.

Quartile	Males	Females
Upper Quartile	85.4%	14.6%
Upper Middle Quartile	79.3%	20.7%
Lower Middle Quartile	79%	21%
Lower Quartile	91.4%	8.6%

BONUS PAY

The information below shows the mean and median bonus pay difference between male and female employees and the percentage of males and females who received 'bonus pay', as defined by the Regulations.

Mean Bonus Pay Gap – 0%

Median Bonus Pay Gap – 0%

Percentage of Males Receiving Bonus- 0%

Percentage of Females Receiving Bonus – 0%

EXPLANATION OF RESULTS

The Gender Pay Gap for Hydrasun Limited has significantly improved since the previous reporting year. Whilst there is still a much larger number of males than females in the business (83.7%), there has been a shift in the level of roles female employees are undertaking in the business and consequently the pay levels are higher, resulting in a lesser pay gap.

Notwithstanding the significant improvement made, the company continues to take measures to encourage more female applicants for operational roles to improve the gender imbalance, however attracting females to the majority of roles within the company appears to be difficult. This is also the case in Engineering roles and IT roles which have been areas of high volume recruitment over the last year.

There is a lower proportion of women employed at senior levels across the company, however this has also improved significantly since the previous year's report. The majority of the company's female employees however are in functional support roles which are generally lower paid than more technical/managerial roles within the company. The company's ratio of female to male employees is however continually improving year on year.

COMPANY COMMITMENT

Hydrasun's commitment to improving our gender pay gap has not changed since the report from last year. Having a focus on workplace diversity continues to be important to us. As a business, we want to ensure we have access to the widest pool of talent available, selecting the best candidates based on their ability to do the job.

The company operates an ESG Committee who meet regularly focusing on a company wide Environmental, Social and Governance Agenda which will further support the company's commitment to gender equality and diversity.

A program of staff training on Equality and Diversity has also commenced across the company.

Hydrasun Limited remains committed to placing an emphasis on the monitoring and analysis of its gender pay gap information and taking any necessary and justifiable actions to address the gaps.

STATEMENT

I confirm the gender pay gap information contained in this report is accurate and has been produced in accordance with the Regulations.

A handwritten signature in black ink that reads "Carole A Small".

Carole Small
HR Director