

# Gender Pay Gap Report 2025

## DEPS Holdings Ltd (Consolidated)

### 1. Overview

At Dale Power Solutions, we are committed to fostering an inclusive and equitable workplace, where all our employees feel valued and respected. This gender pay report provides a transparent overview of the differences in average pay between men and women across the organisation.

The gender pay gap is different from equal pay. Equal pay relates to the pay of men and women carrying out the same or similar work. At Dale Power Solutions, men and women are paid equally for performing the same roles, in line with our pay and grading framework. The gender pay gap reflects the overall distribution of roles and seniority within the business.

We recognise our obligation through the Equality Act 2010 and the importance of addressing the gender pay gap. We are committed to understanding the factors that influence our results.

### 2. Gender Pay Gap Data (April 2025)

Our data indicates a gender pay gap that is reflective of broader trends within the power generation, engineering and manufacturing sector. Our mean gender pay gap is currently 32%. This outcome is influenced by workforce composition rather than differences in pay for the same roles.

Item 1	The % difference in MEAN hourly pay between female staff vs male staff	32%
Item 2	The % difference in MEADIAN hourly pay between female staff vs male staff	47%
Item 3	The % difference in MEAN bonus payments between female staff vs male staff (12-month history)	66%
Item 4	The % difference in MEDIAN bonus payments between female staff vs male staff (12-month history)	0%
Item 5	The % of male staff who receive a bonus (12-month history)	95%
	The % of female staff who receive a bonus (12-month history)	95%
Item 6	The proportion of relevant male and female employees within each quartile pay band	

Pay Quartile	Female	Male
Lower	9.4%	15.5%
Lower-Middle	9.1%	15.8%
Upper-Middle	2.6%	22.6%
Upper	3.4%	21.5%
<b>Total</b>	<b>24.5%</b>	<b>75.5%</b>

Our policies and procedures around recruitment, training and development are designed to support individual career progression and development, alongside leadership development opportunities. We also regularly review our pay structures to ensure they remain fair and consistent across all levels of the organisation.

We recognise that changes in workforce composition take time to be reflected in gender pay gap figures. We remain committed to transparency and will continue to monitor our gender pay gap data annually to better understand our workforce profile and inform future people related decisions.

### 3. Further Information

For further information or a detailed breakdown of our gender pay gap data, please contact our HR department at [hr@dalepowersolutions.com](mailto:hr@dalepowersolutions.com).