



UK GENDER PAY GAP REPORT 2025



➤ Introduction

Sonardyne International Limited is a vertically integrated company engaged in designing, manufacturing, selling, supporting, and researching high-tech products, with the majority of our workforce employed in engineering and manufacturing roles. We are committed to fostering a workplace that prioritises opportunity, equality, and diversity.

Since our last report, we have made significant strides in addressing gender disparities, particularly in our upper quartile and median bonus pay gap. However, we recognise that further action is required to bridge existing gaps. Our gender pay gap is not due to unequal pay for equivalent roles but rather differences in the types of positions held by male and female employees.

It is also important to note that our organisation experiences a very low rate of staff turnover—an average of just 2.9% over the past 12 months. While this reflects a high level of employee satisfaction and retention, it also means that the rate of structural change, including shifts in workforce composition, tends to be gradual. As a result, progress in some areas may take longer to manifest despite ongoing efforts.

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➤ About the report

We are committed to fostering an inclusive and equitable workplace where all employees have the opportunity to thrive. As part of this commitment, we recognise the importance of transparency and accountability in addressing gender-based disparities. The gender pay gap reporting process offers a valuable opportunity to reflect on where we are, where progress has been made, and where further action is needed. This section outlines what the gender pay gap is, why reporting it is a legal requirement in the UK, and the purpose behind publishing our data each year.

The gender pay gap is the difference in average earnings between men and women across an organisation, regardless of role or seniority. In the UK, the gender pay gap is calculated as the percentage difference in average hourly earnings between male and female employees. It is important to note that this is not the same as equal pay, which refers to men and women being paid the same for performing the same or similar work.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK employers with 250 or more employees are legally required to publish annual gender pay gap data. This includes six key metrics such as mean and median pay gaps, bonus gaps, and the proportion of men and women in each pay quartile. The purpose of publishing this report is to provide transparency and accountability, enabling organisations to identify and address any disparities, support equality in the workplace, and track progress over time. By sharing this data, we demonstrate our ongoing commitment to fairness, inclusion, and improving gender representation across all levels of our organisation.

➤ Our UK gender pay gap

Mean gender pay gap

25.2%

Median gender pay gap

26.4%

Mean gender bonus gap

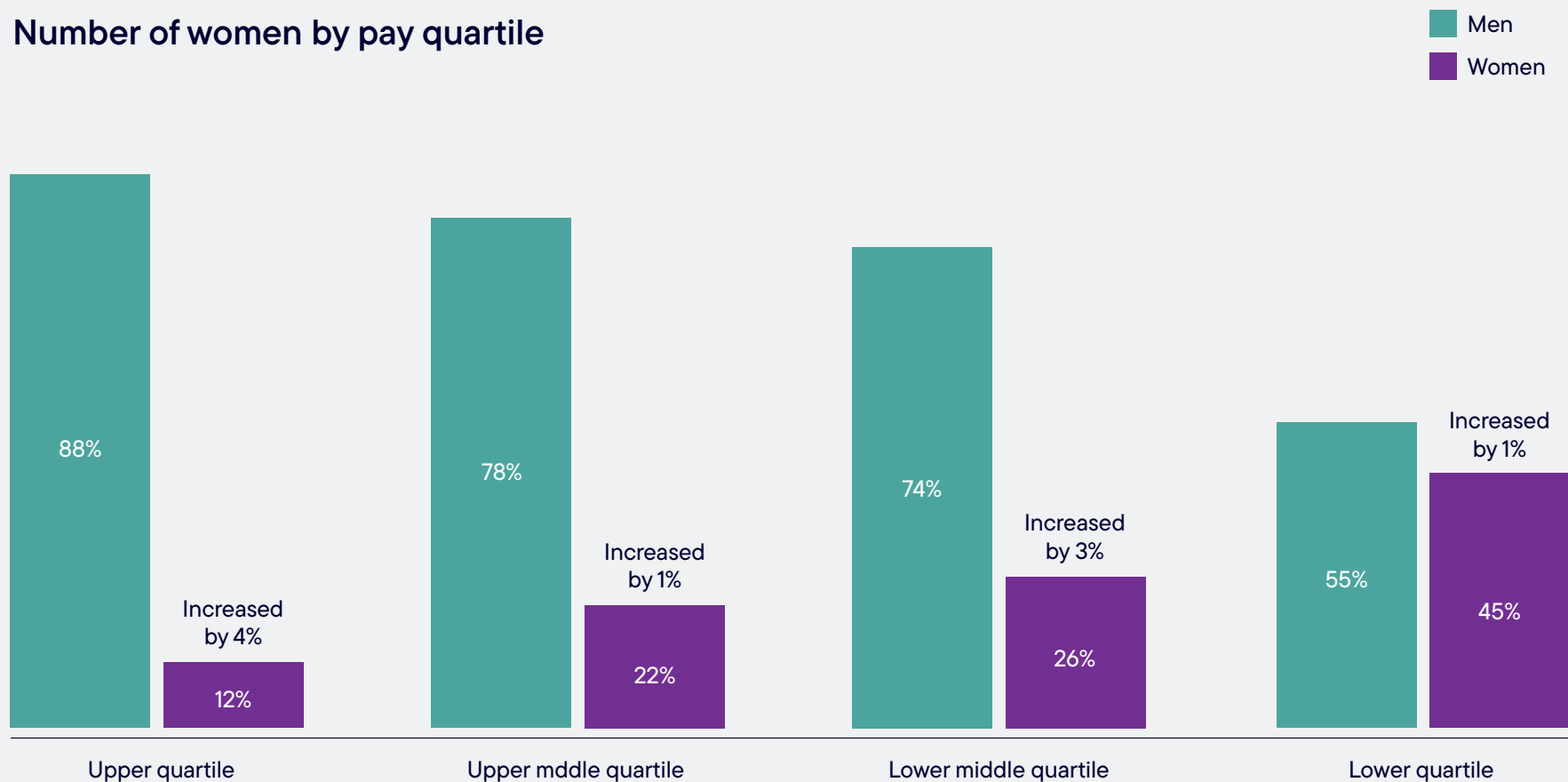
22.1%

Median gender bonus gap

22.7%

➤ Our UK gender pay gap

Number of women by pay quartile

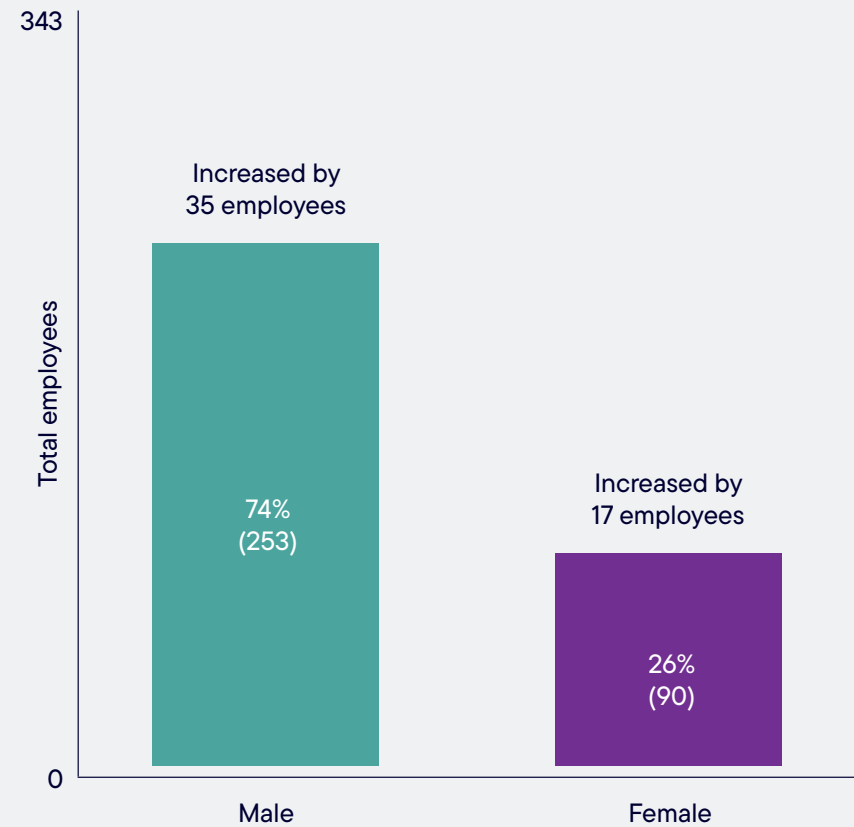


➤ Our UK gender pay gap

Proportion of workforce receiving a bonus payment



Our current workforce





➤ Key metrics from the 2023-24 gender pay gap

Median hourly pay:

Women earn 74p for every £1 earned by men, reflecting a **26.4% median pay gap**.

Mean hourly pay:

Women's average hourly pay is **25.2% lower** than men's.

Bonus pay:

88% of women received a bonus compared to 94% of men. This percentage reflects regulatory requirements to exclude individuals who salary sacrifice their bonus, as well as eligibility criteria—employees who joined late in the gender pay gap year (e.g. January for a year ending in April) are not entitled to receive a bonus, which lowers the overall percentage. The median bonus pay for women was **22.7% lower** than that of men.

Representation in pay quartiles:

Comparing these figures to the 2022-23 report, there have been slight improvements.

Median bonus pay gap:

Improved from 45.3% to 22.7%. This notable reduction in the median bonus pay gap is attributed to several key factors:

1 Increase in female bonus recipients:

There was an increase in the number of female employees receiving a bonus during the 2023–24 reporting period. This broader participation directly contributed to narrowing the gap between male and female bonus pay.

2 Consistent voluntary sacrifice of bonus:

The same number of female employees as in the previous year voluntarily chose to forgo their performance-related bonus payments in full. Because this number remained constant, it did not negatively impact the year-on-year improvement, and its relative effect diminished as more females received bonuses overall.

3 Higher company profitability:

The organisation achieved significantly higher profits in 2023–24. This financial outcome enabled more substantial bonus payments to be made across the workforce. The increase in total bonus amounts helped to improve the distribution and reduce disparity, contributing further to the decrease in the median bonus pay gap.



➤ Understanding the bonus gap

Notwithstanding our predominantly male workforce, there are several factors that contribute to our bonus pay gap:

Part-time work:

32.9% of female employees work part-time (compared to **8.3%** of males), this creates an artificial gap that is due to salary-based bonus calculations.

Sales incentive scheme:

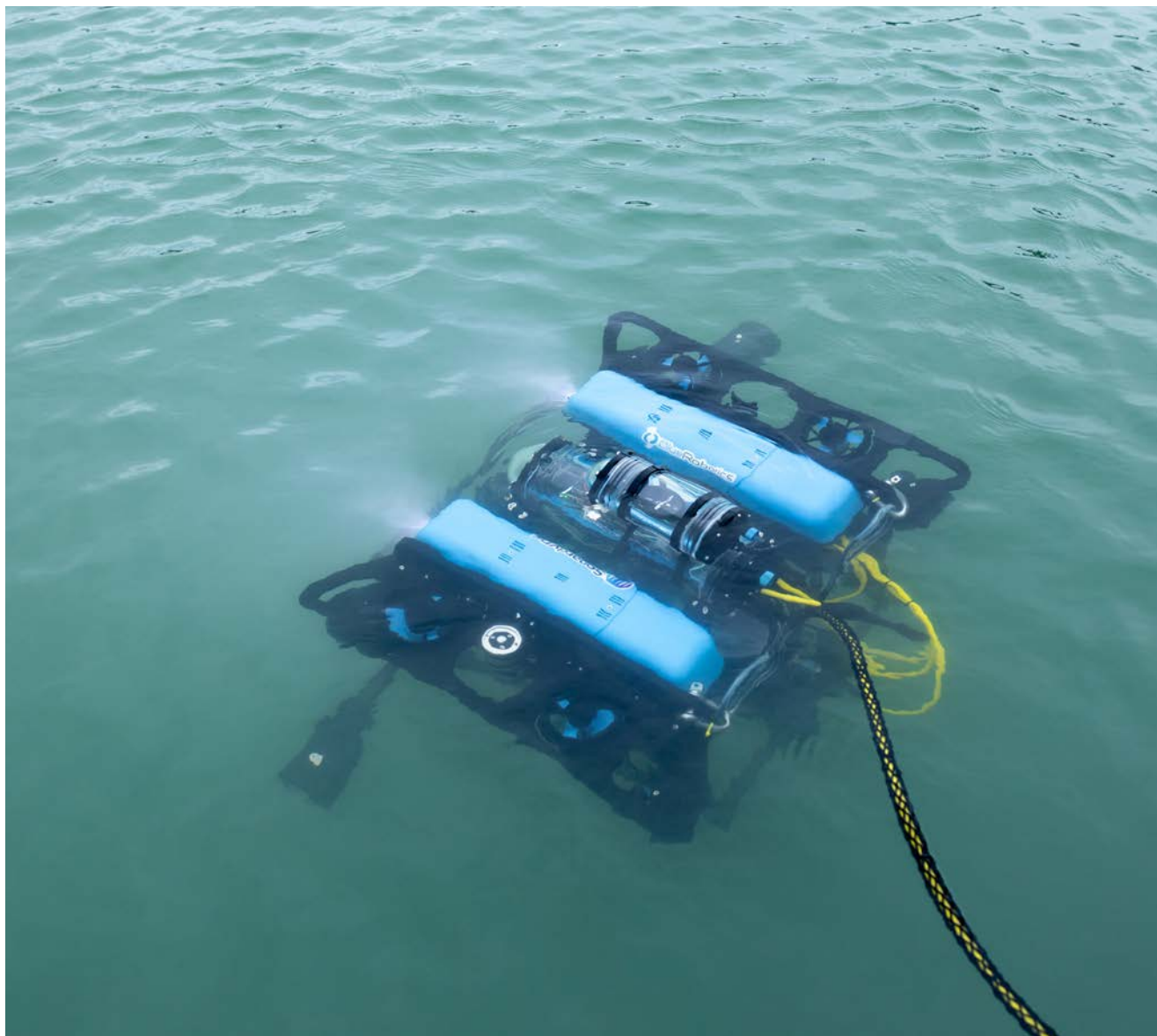
Only **9.1%** of participants are female, contributing to a skew in bonus pay data.

Recognition schemes:

10.2% of the workforce were rewarded an outstanding contribution of which **25.7%** were female.

Recruitment referral bonuses:

2.9% of the workforce received a referral bonus of which **30%** were female.



➤ Progress in workforce representation

Our female workforce has grown by **23.2%**, slightly outpacing the **16%** increase in male employees.

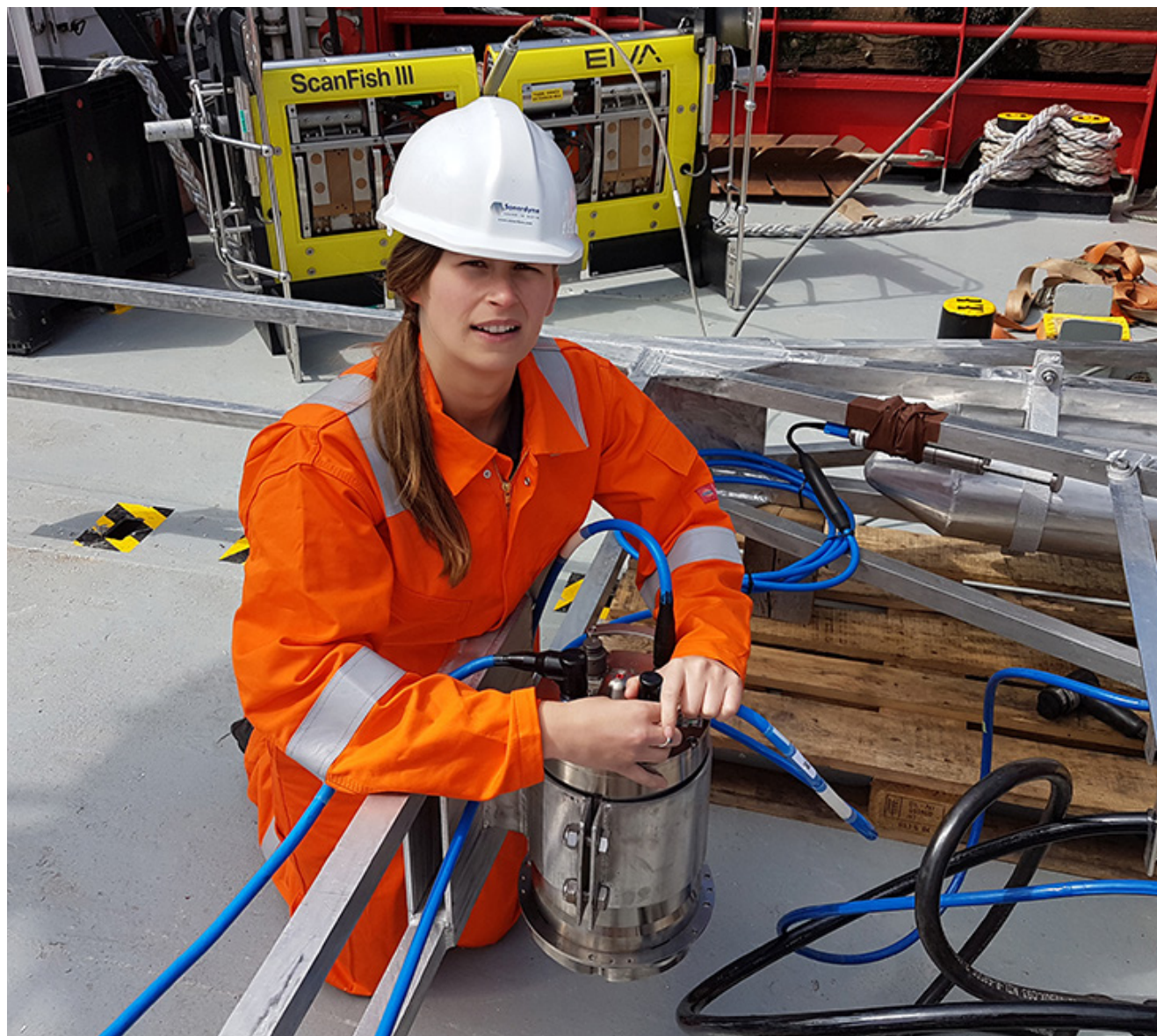
Promotions:

More women are progressing within Sonardyne, with increased representation in leadership positions, including the appointment of a Director of Manufacturing and a Director of HR & People Development.

Apprenticeships & career progression:

We showcase internal career development successes by highlighting female employees who have progressed within our organisation, moving from:

- Apprentice to Engineer
- Trainee to Manufacturing Assembly Operator
- Production Planning Admin to Production Scheduler
- Sales Admin to Senior Export Sales Admin
- Assistant Account to Accountant
- Systems Test Engineer to Senior Applications Systems Engineer



➤ Strategic actions to address gender pay gap disparities

To further close the gender pay gap, we are committed to continue following these strategic actions:



Enhance recruitment and promotion practices

- Continuous improvement of our **structured and transparent** hiring and promotion criteria to mitigate unconscious bias.
- Ensuring recruitment panels are diverse to provide varied perspectives.
- Actively promoting Sonardyne as an **inclusive employer** at schools, colleges, and job fairs. Engaging young talent through site tours and open days, inspiring the next generation to explore diverse career opportunities within our industry.
- Expanding our outreach through partnerships and **female-targeted job boards**.



Support career development for women

- Expanding **mentorship and sponsorship programmes**, pairing women with senior leaders.
- Increasing leadership training and coaching opportunities.
- Continuing to grow mentorship initiatives and fostering career progression for female employees.



Promote flexible working arrangements

- Offering **flexible work policies**, including part-time, hybrid, job-sharing, and a 9-day fortnight.
- Increasing our **Holiday Purchase Scheme** options (extended from 5 to 8 days).
- Exploring **childcare benefit schemes** to further support working parents.



Foster an inclusive organisational culture

- Providing ongoing **unconscious bias and inclusion training**.
- Expanding **neurodiversity awareness programmes**.
- Establishing **Employee Resource Groups** and continuing initiatives such as the **Menopause Network**.
- Conducting regular **pay benchmarking** to ensure continued progress.

➤ Our commitment

By taking these actions, Sonardyne remains committed to reducing its gender pay gap, improving female representation in senior roles, and fostering a more inclusive workplace. Through targeted initiatives, transparency, and cultural shifts, we aim to ensure equitable opportunities for all employees, irrespective of gender.

As we continue our outreach efforts through videos, podcasts, and recruitment initiatives, we remain mindful of representation and actively showcase female employees as role models within our organisation.







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