

GENDER PAY GAP REPORT – SNAPSHOT DATE 5 APRIL 2025

Every year, employers with more than 250 employees are required to report their gender pay gap. This report summarises Omega PLC’s position as at the snapshot date of 5 April 2025.

Omega PLC remains committed to ensuring fairness, transparency and consistency in pay practices across the organisation. While both equal pay and the gender pay gap relate to pay differences between males and females, they represent different measures. Equal pay refers to legislation requiring men and women to receive the same pay for the same or similar work, whereas the gender pay gap reflects the average difference in pay across the wider workforce.

All hourly paid staff and a number of office-based roles are paid the same rate irrespective of gender. Gender plays no role in decisions relating to pay setting, pay progression, or bonus eligibility. A positive pay gap percentage reflects a result in favour of men.

For this reporting period, 70% of relevant employees were male and 30% were female. Our mean gender pay gap has increased slightly from the previous year, rising to 12%, while the median gender pay gap stands at 1.74% in favour of men.

BONUS PAYMENTS – IMPORTANT CONTEXT

Bonus payments reduced significantly this year, as only Sales team members received a bonus during the period. As a result, 12 men and 2 women received a bonus, explaining the higher bonus gender pay gap and low overall bonus participation.

SUMMARY OF KEY MEASURES

The key figures are shown below:

Mean gender pay gap	12%
Median gender pay gap	2%
Mean bonus gender pay gap	41%
Median bonus gender pay gap	7%
Proportion of males receiving a bonus	6%
Proportion of females receiving a bonus	2%

WORKFORCE COMPOSITION

Omega operates within an industry historically dominated by men. The business has seen a reduction in salaried female roles, particularly in Sales, while representation of women in management roles has increased by 9%. In response to this imbalance the Company introduced more flexible ways of working in 2025, in order to appeal to a broader candidate pool including those with primary responsibility for childcare duties.

Portion of males and females in each quartile pay band.

	Female %	Male %
Q4 – Upper	23	77
Q3 – Upper Middle	26	74
Q2 – Lower Middle	19	81
Q1 - Lower	28	72

	% of Total Workforce	Female	Male
Management	12%	33%	67%
Salaried	37%	48%	52%
Hourly Paid	51%	15%	85%

DECLARATION

I confirm that the data contained in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Hendry
Finance Director

March 2026