



DONCASTERS

In 2025, the mean hourly gender pay gap was -7.01%, compared with 1.20% in 2024, indicating that women earned more than men on average in 2025, reversing the position from the previous year. The median hourly pay gap narrowed from 13.80% to 7.15%, although men continued to earn more than women at the midpoint of the pay distribution, suggesting some improvement in typical pay outcomes alongside ongoing differences in role distribution.

Bonus pay results remained mixed: the mean bonus gap widened from -14.10% to -78.39%, reflecting higher average bonuses paid to women, while the median bonus gap increased slightly from 24.20% to 26.81%, indicating that men continued to receive higher typical bonus payments.

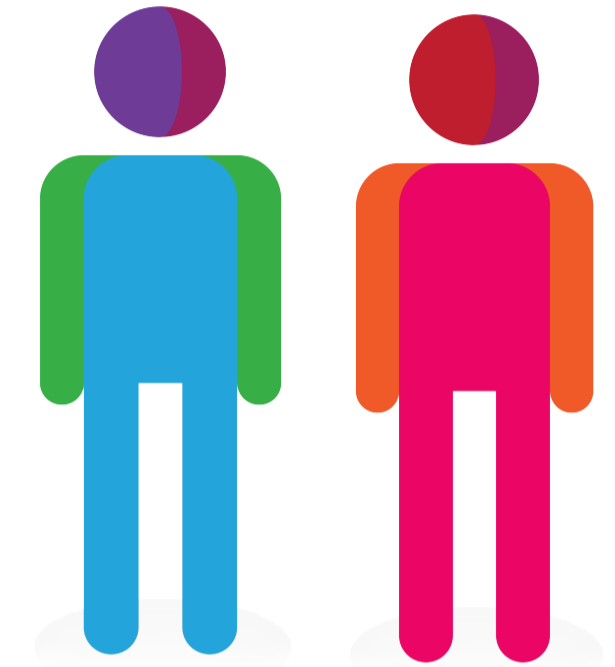
The distribution of women across pay quartiles changed between 2024 and 2025. Representation of women increased in the upper quartile from 18.10% to 21.84%, indicating improved female representation in the highest-paid roles. Women's representation also rose in the lower middle quartile from 15.50% to 24.76%.

In contrast, the proportion of women in the upper middle quartile decreased from 12.40% to 9.18%, while representation in the lower quartile fell from 31.10% to 24.64%. Overall, these movements suggest a shift in the distribution of women across pay levels, with increased representation at the highest pay quartile alongside reduced concentration in the lowest-paid roles.

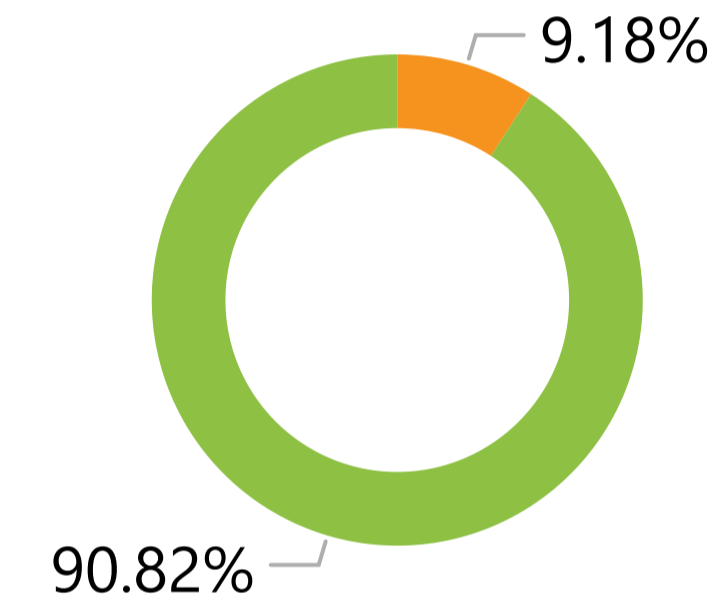
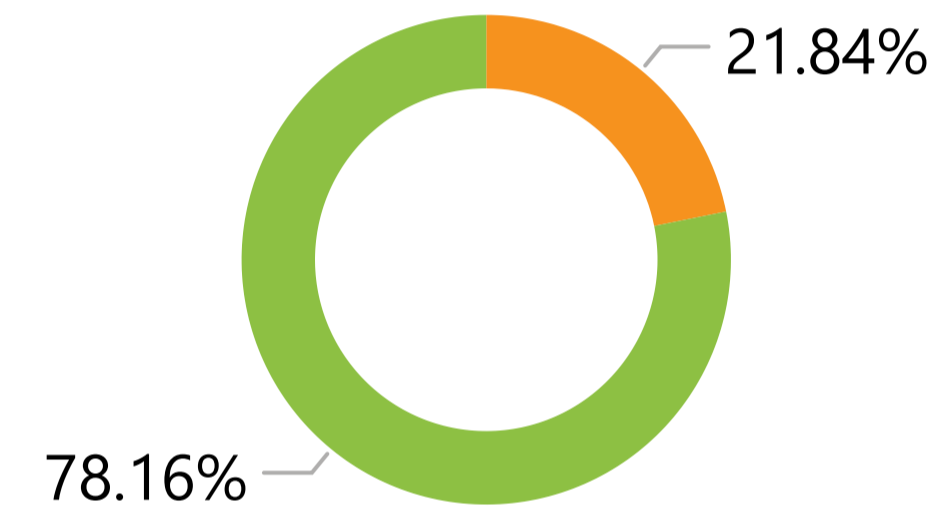


Upper Quartile

Upper Middle Quartile

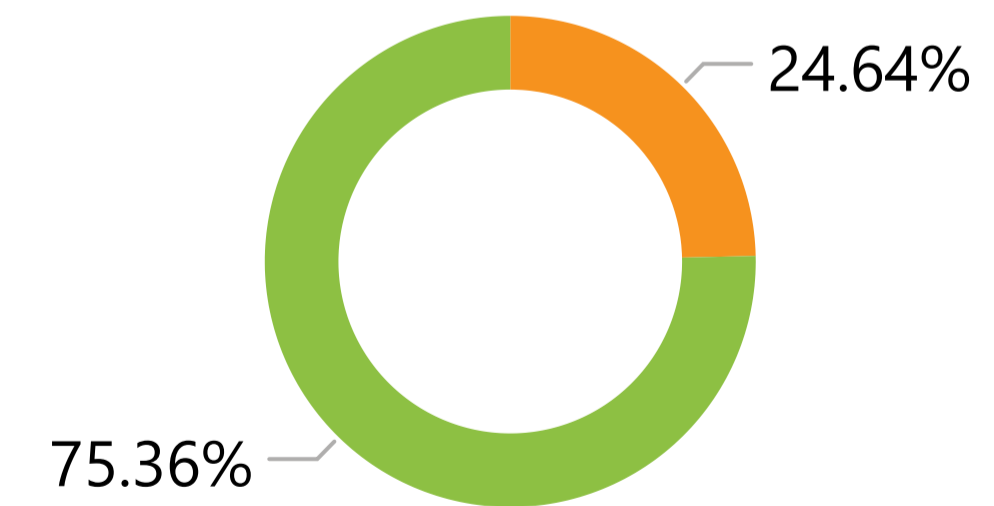
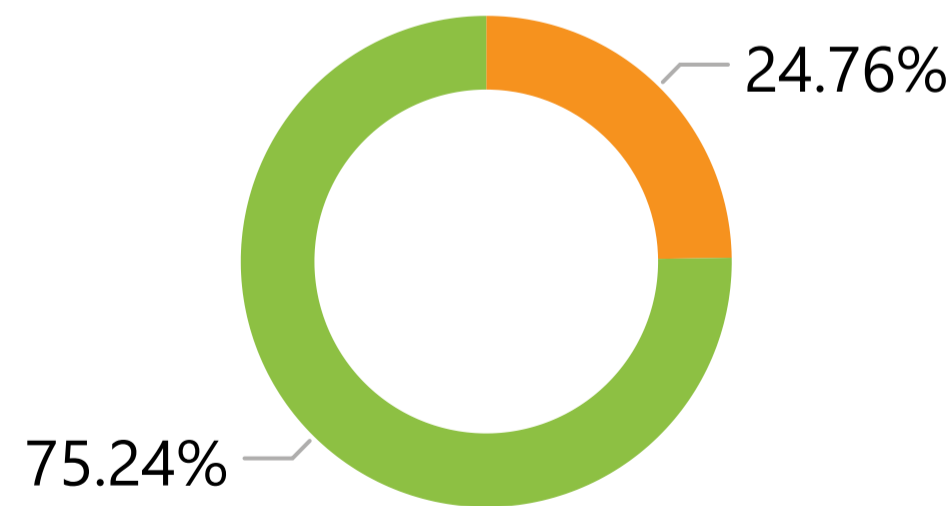


836 employees across the UK. Data: April 2025



Lower Middle Quartile

Lower Quartile



	2025	2024
Mean Gender Pay Gap in Hourly Pay across all employees in the UK	-7.01%	1.20%
Median Gender Pay Gap in Hourly Pay across all employees in the UK	7.15%	13.80%
Mean Bonus Gender Pay Gap across all employees in the UK	-78.39%	-14.10%
Median Bonus Gender Pay Gap across all employees in the UK	26.81%	24.20%

I can confirm the data in this report is accurate

Signed: *Mike Quinn*  
Name: Mike Quinn

Position: CEO  
Date: 7 January 2026