



Primaflow Limited

Gender Pay Gap Reporting 2023

Primaflow

F&P

WE SIMPLY DELIVER MORE

Gender make-up of our company

Male

74%

Female

26%

Gender Pay Gap

difference in hourly rate of pay

8%

Mean

1%

Median

Gender Bonus Pay Gap

difference in bonus pay

Difference in bonus pay

23%

Mean

1%

Median

Proportion of men & women receiving a bonus payment

90%

Male

90%

Female

Pay Banding

proportion of men and women in each pay quartile

Upper quartile

72%

Male

28%

Female

Upper middle quartile

79%

Male

21%

Female

Lower middle quartile

74%

Male

26%

Female

Lower quartile

70%

Male

30%

Female

Remarks

The company's overall workforce profile has a higher number of male than female members, which is typical within the industry. The company has been and remains committed to ensuring that all employees are treated equally at work, with access to the same opportunities for career development, reward and recognition regardless of gender.

I confirm the data reported is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Leo Yu
Finance Director