



GENDER PAY GAP REPORT:

2025



GENDER PAY GAP DATA

Measurement	
percentage of men and women in each hourly pay quarter	Upper hourly pay quarter Male – 86.96% Female – 13.04%
	Upper middle pay quarter Male - 82.35% Female - 17.65%
	Lower middle hourly pay quarter Male - 78.26% Female – 21.74%
	Lower hourly pay quarter Male – 73.53% Female – 26.47%
mean (average) gender pay gap for hourly pay	13.77% - (using the mean average women are paid 13.77% less than men)
median gender pay gap for hourly pay	8.46% - (using the median women are paid 8.46% less than men)
percentage of men and women receiving bonus pay	Male – 25.45% Female – 22.22%
mean (average) gender pay gap for bonus pay	81.94% (Women at Rock are paid 81.94% less bonus than men)
median gender pay gap for bonus pay	37.16% (using the Median women receive 37.16% less bonus than men)

LAST YEAR COMPARISON DATA - 2024

Measurement	
percentage of men and women in each hourly pay quarter	Upper hourly pay quarter Male – 83.57% Female – 16.43%
	Upper middle Male - 78.08% Female - 21.92%
	Lower middle hourly pay quarter Male - 78.08% Female – 21.92%
	Lower hourly pay quarter Male – 73.97% Female – 26.03%
mean (average) gender pay gap for hourly pay	19.84% (using the mean average women are paid 19.84% less than men)
median gender pay gap for hourly pay	8.34% (using the median women are paid 8.34% less than men)
percentage of men and women receiving bonus pay	Male – 13.97% Female – 14.29%
mean (average) gender pay gap for bonus pay	41.64% (Women at Rock are paid 41.64% less bonus than men)
median gender pay gap for bonus pay	59.25% (using the Median women receive 59.25% less bonus than men)

CLOSING THE GAP

- Our recruitment practices continue to allow for a fair process for all, with pay transparency at every stage and interventions in place to reduce the impact of unconscious bias.
- We will continue to consistently review our policies and procedures, specifically in relation to Family Friendly processes and Equal Opportunities to ensure that we are providing a work environment that is suitable and supportive for all.
- We will continue to celebrate women, not only in our organisation, but in the Engineering industry as whole.
- We will continue to invest in the professional development of women by offering career coaching and promotional opportunities.
- We have introduced a performance-related bonus across all support staff roles, ensuring that those are now eligible to benefit from additional reward where business and individual targets are achieved. While non-contractual, the scheme is designed to promote a consistent approach to performance related bonus and widen access to bonus opportunities across the organisation.