

2026 Gender Pay Gap Report

Airedale International Air Conditioning Ltd is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are a manufacturing company based in North Leeds and are a predominantly male workforce.

This report presents our data based on a snapshot date of 5th April 2026. We confirm that the data reported is accurate and has been calculated according to the mandatory requirements.

The gender pay gap shows the difference in the average pay between all men and women in a workforce, irrespective of their role or level in the organisation. It is different to equal pay, which is ensuring men and women are paid the same for performing the same or similar work.

Gender Pay Gap

The following table shows our mean and median gender pay gap for hourly pay.

| Metric | 2025 Figure | 2026 Figure | Change |
|--------------------------|-------------|-------------|----------|
| Difference in mean pay | 16% | 11% | ▼ 5 p.p. |
| Difference in median pay | 12% | 15% | ▲ 3 p.p. |

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between median hourly earnings, calculated by ordering all salaries from lowest to highest and taking this middle value. This gives a better indication of the 'typical' earnings difference, as it is less influenced by very high or very low salaries.

Pay Quartiles

This table shows the gender distribution across four equally sized pay quartiles, from lowest to highest pay. For example, within the lower quartile, 83% of employees are men and 17% are women.

| | Men | Women |
|--------------|-----|-------|
| Upper | 90% | 10% |
| Upper middle | 92% | 8% |
| Lower middle | 85% | 15% |
| Lower | 83% | 17% |

This year's data shows a positive trend towards greater female representation in our senior roles compared to 2025. This gradual shift is contributing to the reduction in our mean pay gap and reflects our ongoing commitment to improving gender balance at all levels of the organisation.

Bonus Pay Gap

This year, 6% of male employees and 0.6% of female employees received a bonus.

| | |
|----------------------|-----|
| Mean Bonus Pay Gap | 56% |
| Median Bonus Pay Gap | 48% |

It is important to note the bonus gap is influenced by the structure of our incentive plans. Bonuses are primarily linked to our Sales Incentive Plan (SIP) which applies to our sales teams, a sector which remains predominantly male, and our Management Incentive Plan (MIP) for senior leadership roles. As we continue to see a positive trend in female representation in senior positions, we anticipate this will also translate to a narrowing of the bonus pay gap over time.

Understanding Our Gender Pay Gap

We are confident that we pay men and women equally for doing the same jobs. Our gender pay gap stems from the structure of our workforce and the wider challenges within the UK engineering and manufacturing sectors.

The industry has historically faced difficulties in attracting women, which means we have a higher proportion of men in senior and engineering roles, which are typically higher paid.

Furthermore, many of our operational roles, such as those on afternoon and night shifts, include additional allowances for working anti-social hours. These roles are open to all employees but are currently held predominantly by men. These supplemental payments are included in the gender pay gap calculation and contribute to the overall gap.

The Company offers a number of salary sacrifice benefits and the gender gap is calculated post-sacrifice. The benefits include a pension plan for all employees which allows employees to change the amount they want to invest. Other salary sacrifice benefits include childcare vouchers and cycle to work schemes. Excluding the salary sacrifice entitlements from the gender pay gap calculation impacts significantly on the figures and results in the gender pay gap appearing to be higher than it is.

Our Commitment to Closing the Gap

Airedale is committed to creating a diverse and inclusive workplace and reducing our gender pay gap. Our strategy focuses on:

- **Continue to Inspire Future Generations:** We are actively working with local schools, colleges and universities to promote STEM (science, technology, engineering and mathematics) careers to young women, showcasing the opportunities within our industry.
- **Developing Talent:** Through our apprenticeship levy contributions, we are creating pathways for new employees to join our sector and provide



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development opportunities for existing employees to progress within the company.

- Supporting work-life balance: We continue to offer flexible working arrangements to attract and retain talent, particularly individuals with family commitments.

Summary

We are dedicated to building a skilled and diverse workforce. We will continue our focused efforts to attract more women into engineering and manufacturing and support their progression within Airedale.

Dan Costello

HR Director – EMEA on behalf of Airedale International Air Conditioning Ltd