

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as a company with 250 plus employees, we are required to publish our Gender Pay Gap report. This is our first report and is based on data as of 5th April 2022.

The 'gender pay gap' is the difference in average earnings between women and men in an organisation. The report identifies the difference in 'mean' and 'median' pay between women and men regardless of their role both for pay and bonus. 'Mean' is the average pay value and 'Median' is the middle pay value. The report shows the proportion of pay split by quartile which are ranked from highest to the lowest paid and then split into four equal parts.

Galaxy are independent suppliers of insulation and associated building products. During this reporting period we had 306 employees. Our values and culture support a diverse workforce where all are treated equally regardless of any individual differences. The construction sector, to which we belong, will typically be male dominated and we follow this trend with 78% of our workforce being male.

Pay Quartiles

The balance of the pay quartiles is reflective of the split in male and female employees and typical and comparable to other businesses in our sector.

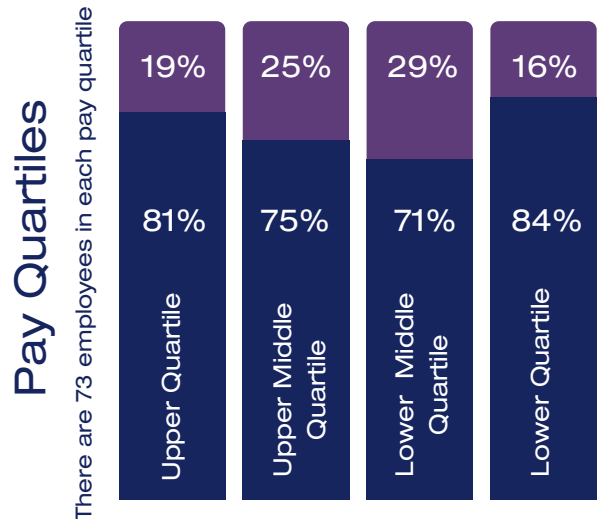
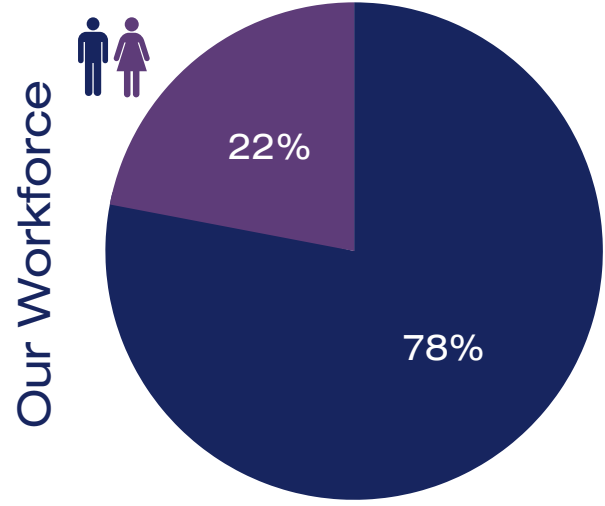
Gender Pay Gap and Bonus pay Gap

The gender pay gap measures the difference between male and female average hourly earnings for men and women. The mean figure shows that the average women's hourly rate of pay is 6% higher than men's hourly rate of pay. This figure is favourable against the average figure quoted by the Office of National Statistics figure at April 2022 of 8.3% in favour of men. The median gender pay gap figure of 0.5% shows that the middle point female hourly rate is higher than the middle point male hourly rate in the organisation.

The gender bonus gap shows that 24% of men received higher bonus payments than women and the gender split between men and women who receive a bonus shows more men being eligible than women, this is influenced by the higher level of men in the upper quartiles.

I confirm that our gender pay gap calculations are accurate and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tracy Shepherd
 Managing Director



Gender Pay & Bonus Gap

	Difference between Men and Women	Mean (Average)	Median (Middle)
Gender Pay Gap		-6%	0.5%
Gender Bonus Gap		24%	0%

