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Terms

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 for both pay and bonus.

Mean and Median

'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 lowest paid and then split into four equal parts.

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.

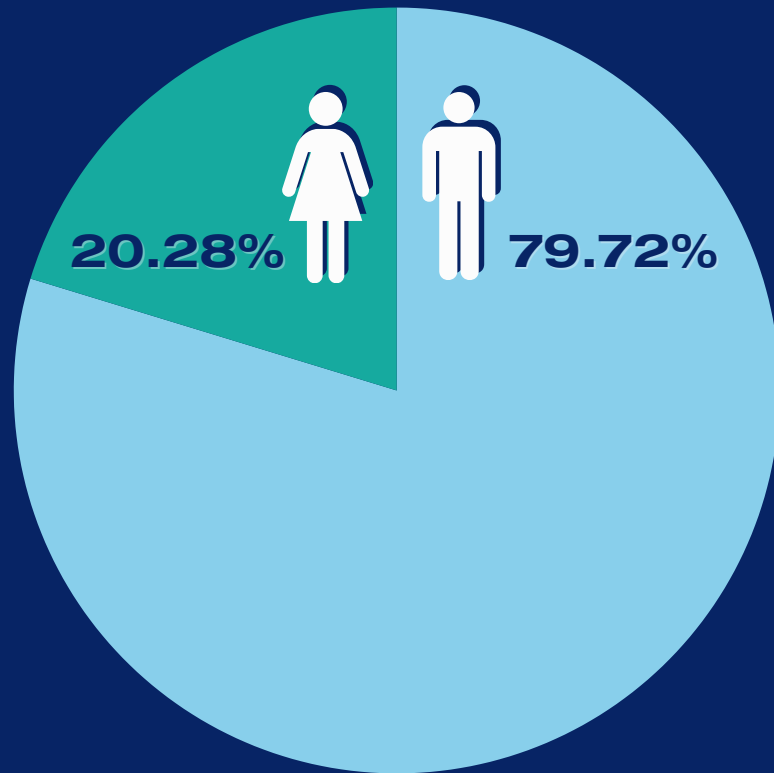
Gender Pay Gap and Bonus Pay Gap

The 'gender pay gap' measures the difference between male and female average hourly earnings for women and men.



About Us

Our Workforce



Galaxy Insulation and Dry Lining Limited are independent suppliers of insulation and associated building products. This Gender Pay Gap Report is based on data as at 5th April 2025 and at the time we had 355 employees. Our values and culture support diversity in the workplace where we actively encourage equal treatment to all regardless of any individual differences, however, as part of the construction industry we recognise that the sector is typically male dominated, and we follow this trend with 79.72% of our employees being male. This is in comparison to the national industry average of 85% and our competitors similarly reporting 80% of their employees being male.

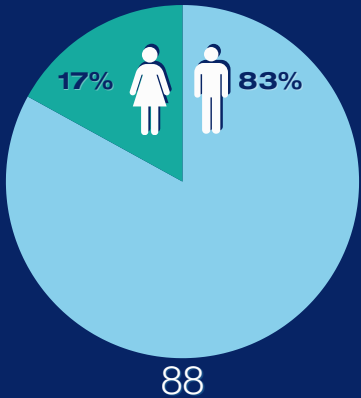
In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to publish our Gender Pay Gap report. This is our fourth year of reporting.

In 2025, we have increased our headcount by 14 employees – 12 men and 2 women – maintain a similar gender split to 2024 and demonstrate that we have been consistent in the hiring of both men and women.

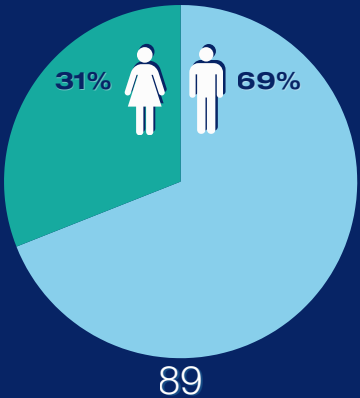


Pay Quartiles

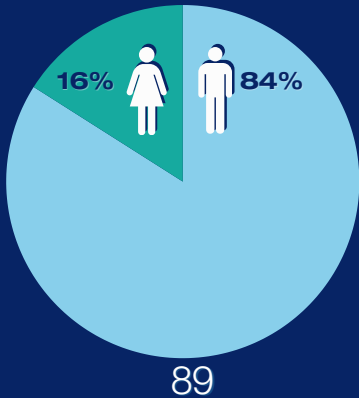
Upper Quartile



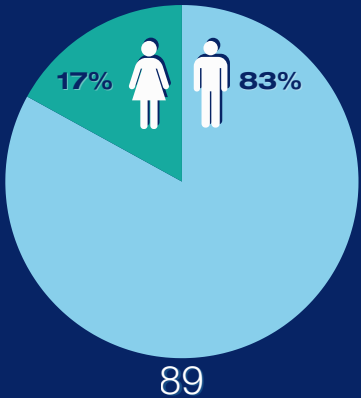
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



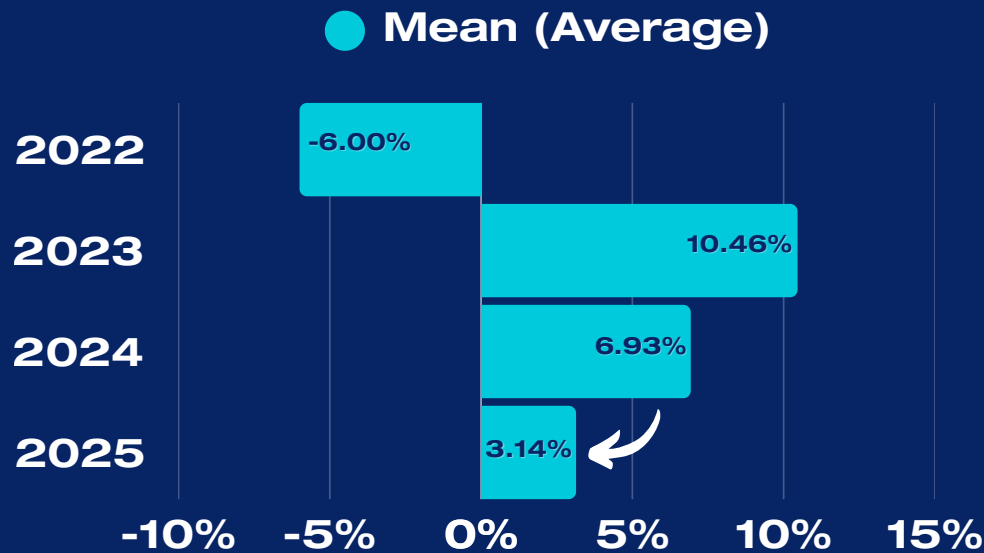
Number of employees per quartile

On review, we increased our headcount in the upper quartile section by 2 women, in comparison to 1 man. We believe this demonstrates a positive trend towards a true balance and representation as more women are being recruited into senior roles at Galaxy Insulation and Dry Lining Limited.

Our main turnover in 2025, was within our Transport and Warehouse Operative roles, which are placed within our lower quartiles and are predominately male dominated. As a result, a woman leaving the lower quartile roles is significantly more noticeable than a male and will have a higher impact on the gender pay gap split. However, it is worth noting that the number of women in the lower quartile sections remained the same between 2024 and 2025 and therefore, this indicates a positive trend towards the retention of women in roles at Galaxy Insulation and Dry Lining Limited.



Mean Gender Pay Gap

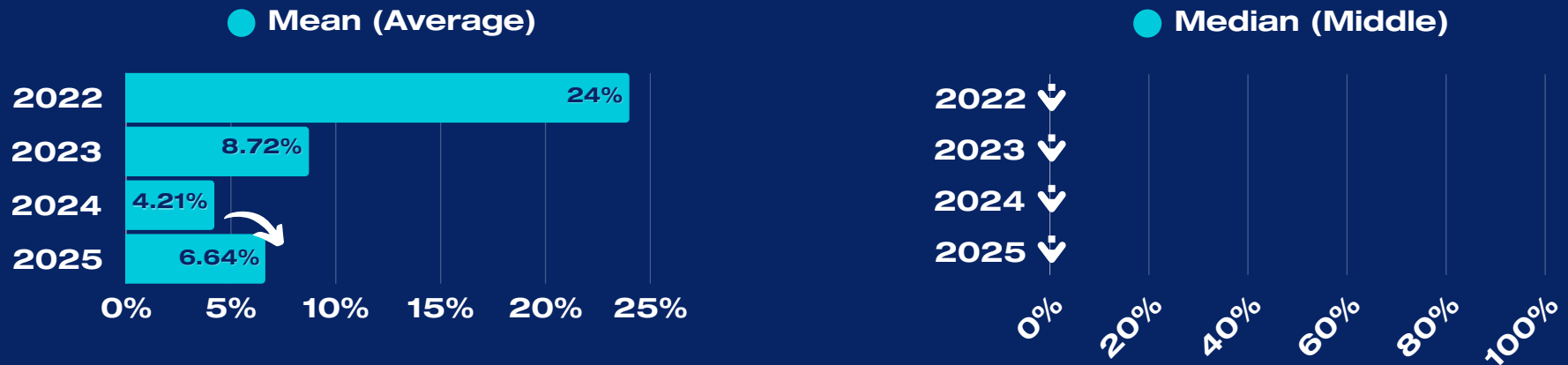


As an Employee Ownership Trust (EOT), we continue to promote an inclusive workplace and believe this employee ethos will continue to drive and increase our employee diversity. In 2025, we are really encouraged to see our gender pay gap mean calculation trend positively and decrease further from 6.93% to 3.14%. This is a continuation of a positive downwards trend, after decreasing from 10.46% in 2023 to 6.93% in 2024.

During 2025, we have continued to work towards creating fairness for all and therefore we are pleased to see this now being reflected within our figures. In real terms, this has reduced the pay gap from £1.30 per hour to £0.59 per hour and consequently, this is an increase of 77p for women per hour. This is a positive trend and we believe this is influenced by the women hired into senior positions within the company and therefore placed within the two upper quartiles. We are committed to continuing our initiatives to ensure fair equitable treatment for all and to protect this within our business practices.



Gender Bonus Gap

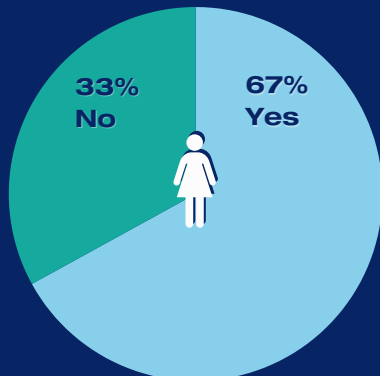


The mean gender bonus gap has increased slightly from 4.21% to 6.64% in 2025. Whilst this has increased, this is still lower than our 2024 figure of 8.72%. All bonus payments made through the Trust are equitable in terms of the value paid to all qualifying employees, both male and female. The men and women who did not receive a bonus was due to employees not meeting the eligibility criteria and is therefore a reflection of the male and female gender split across the organisation.

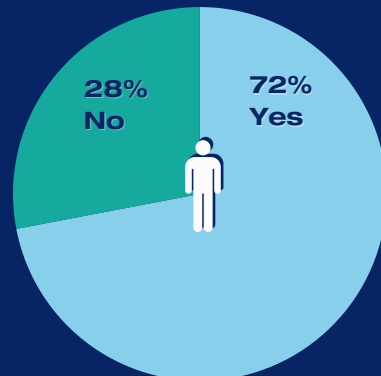


Proportion of Staff Receiving Bonus

2022

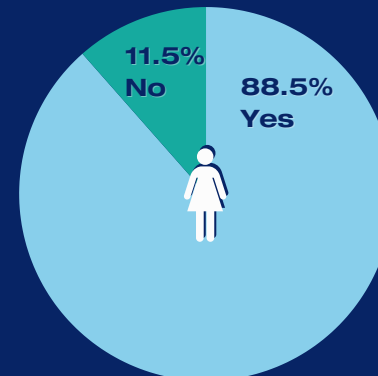


Women

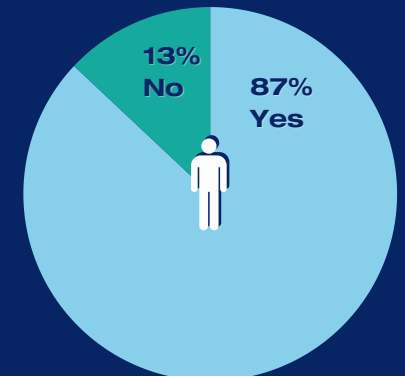


Men

2023

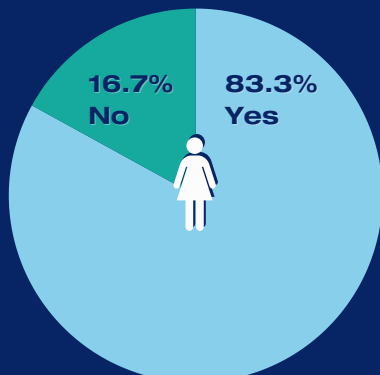


Women

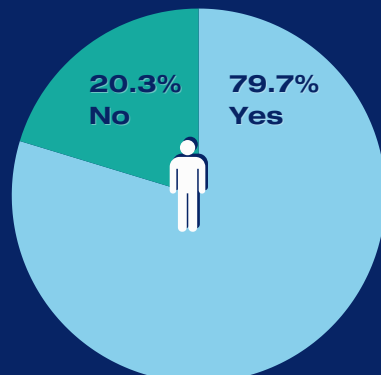


Men

2024

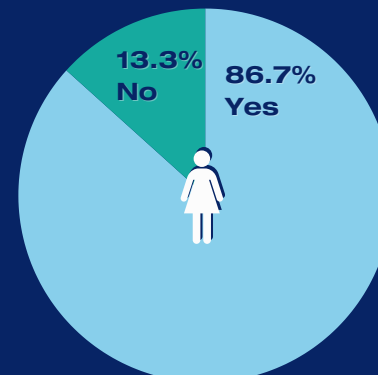


Women

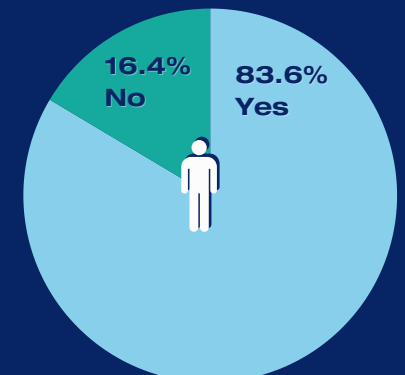


Men

2025



Women



Men



Median Gender Pay Gap

On further analysis, the median gender pay gap has also positively decreased. In 2024 this figure was -8.74%, this has reduced further to -9.27% in 2025. From these figures, we are encouraged to see women's pay continue to increase. We are committed to ensuring the women within Galaxy Insulation are appraised equally and on merit, something we are continuing to see reflected within our figures.

We confirm that the gender pay gap calculations are accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and statutory reporting requirements.


Tracy Shepherd
Managing Director

