



# Gender pay gap report 2025



## Introduction

Scolmore Group, a privately owned family company, is one of the UK's leading suppliers of electrical accessories, lighting, home automation, security and cable accessory products. The group is made up of various UK legal entities together with foreign subsidiaries and Irish associates.

From our headquarters based in Tamworth, in the Midlands, we are well positioned to design, develop, manufacture, and distribute our product range throughout the UK as well as internationally.

Through our own brands, we are committed to providing a comprehensive range of reliable, high quality and competitively priced products to our customers. Our Product Development Team are constantly tracking market trends, industry regulations and standards so that we continue to increase our product range to meet the everchanging needs of our customers, while always considering the lifecycle of our products and their environmental impact throughout the product design process.

The Scolmore Group revolves around key stakeholders and the strong relationships built and maintained through consistent high levels of service and delivery.

Our employees are the heart of our organisation, and we are committed to providing a supportive and inclusive environment that fosters growth, creativity, and collaboration.

## Why the Gender Pay Gap Reporting?

Gender pay gap reporting has been introduced by the UK Government to improve workplace equality by increasing transparency, holding businesses accountable, informing job seekers, and driving action to close pay gaps. Reporting provides data to understand how men's and women's pay differs, identifies root causes like occupational segregation, and allows organisations to develop strategies for fairer hiring, better employee progression, and improved talent attraction and retention.

Since 2017-18, public and private sector employers with 250 or more employees based in the UK are required to publish annually data on the gender pay gap within their organisations.

The size of the gender pay gap depends on several factors, including:

- Age
- Occupation
- Industry
- Public and private sector
- Region and nation
- Pay
- Gender



## Measuring the Pay Gap

This report shows the difference in the average hourly earnings of men and women across our business. The statistics can be affected by a range of factors, including different proportions of number of men and women across all roles.

The gender pay gap is different from equal pay. Equal pay requires that men and women must be paid the same for doing equivalent work. Within this organisation men and women are paid the same rates for performing the same roles. The reasons for any differences in average pay for our male and female employees are explained in this report.

## SCOLMORE GROUP – SUMMARY

Although we are legally obliged to complete a Gender Pay Gap report by legal entity the Directors consider this data to be misleading. Scolmore International Limited is the parent company to the group and provides a Head Office function to all group members. This means that the staff providing various shared resources are employed directly by Scolmore International Limited and recharged as management fees across the group. Consequently, many roles though necessary within each company are not reflected in the payroll of that company.

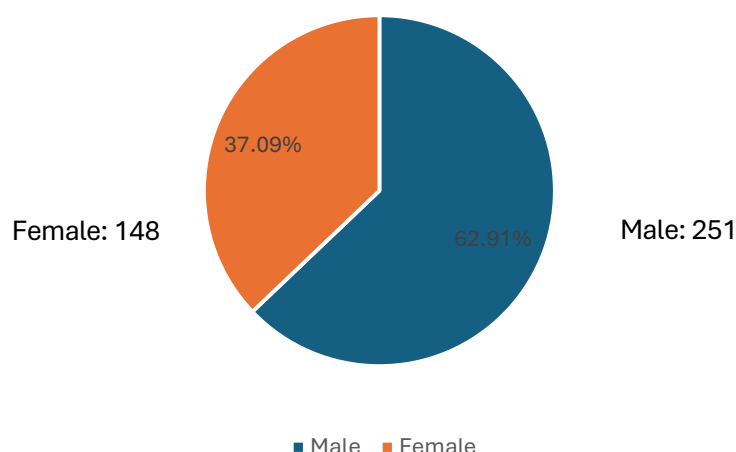
We therefore report not just by legal entity but also as a group to include all the UK legal entities:

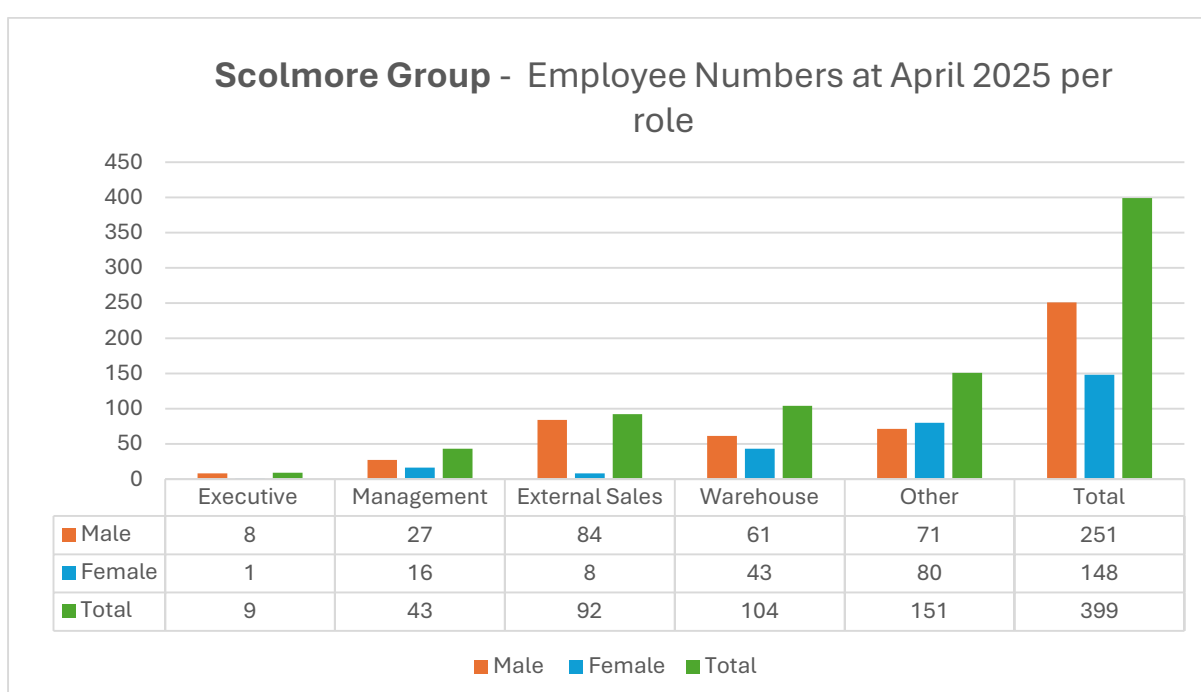
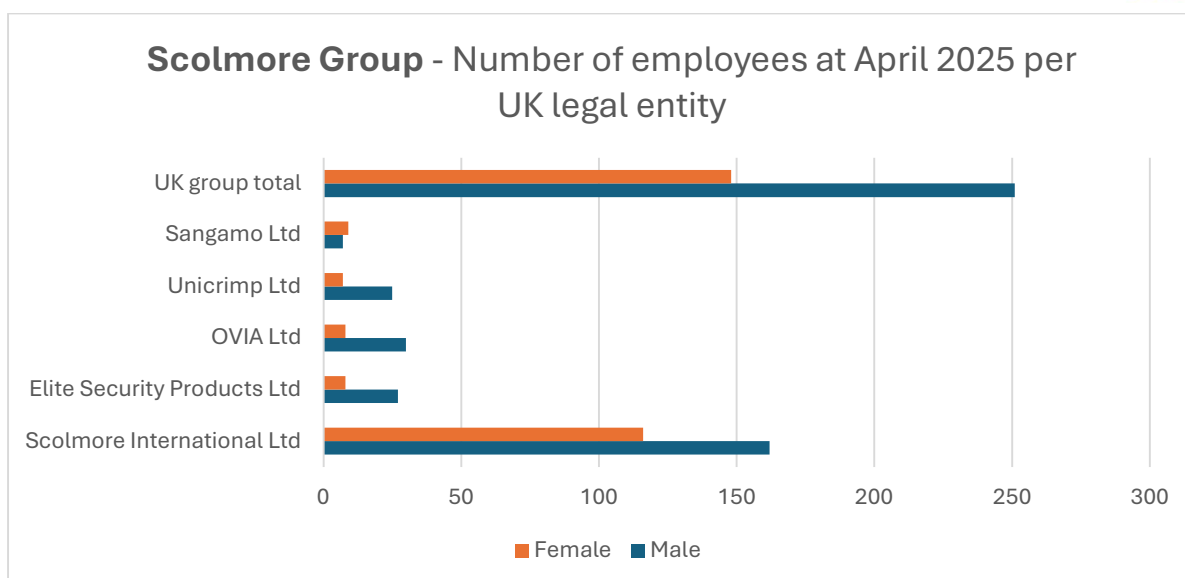
- Scolmore International Limited (company number 02513009)
- OVIA Limited (company number 11033089)
- Elite Security Products Limited (company number 02769392)
- Unicrimp Limited (company number 08788911)
- Sangamo Limited (company number 04494864)

We have not included any employees or payroll data from our overseas operations as these employees do not have a contract that is subject to British employment law, do not continue to have a home in Great Britain or have a UK tax legislation applicable to their employment.

The narrative alongside this report focuses on Scolmore International Limited itself as the vast majority the workforce is employed by this legal entity (as shown in the following charts)

**Scolmore Group** - Number of employees for UK legal entities at April 25





## Gender representation

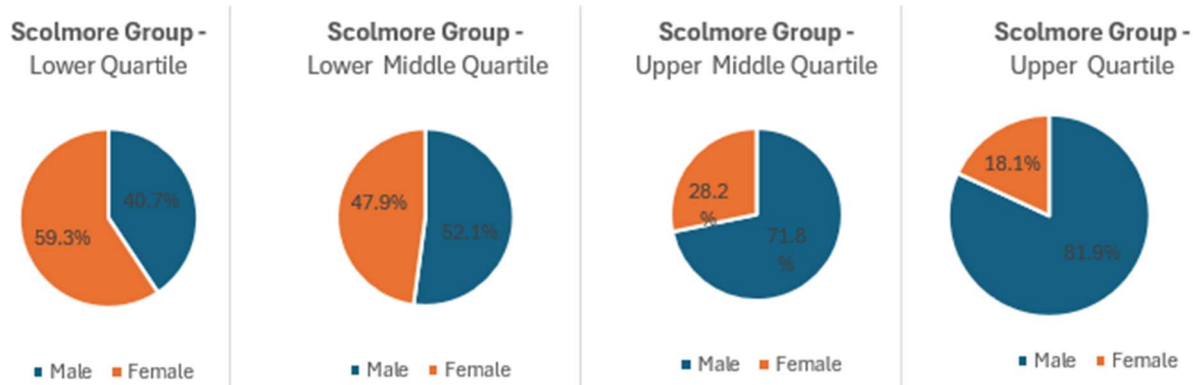
Scolmore Group operates within the electrical industry, a sector that has historically been male-dominated. In recent years, significant efforts have been made—both industry-wide and within Scolmore—to promote greater inclusivity and gender diversity. Our current results reflect this progress, particularly in our Management and Other roles.

However, we recognise that there is still work to be done in specific areas such as Warehouse and External Sales. We remain committed to having an inclusive culture at every level of our organisation, ensuring equal opportunities for all.

## SCOLMORE GROUP GENDER PAY GAP

As previously stated, a higher percentage of males occupies Executive and Sales roles across the group. These positions typically attract higher salaries, including contractual bonuses, and this is reflected in the published figures. The nature of the industry has historically attracted more male candidates to these roles, which continues to influence the current workforce composition.

Conversely, we have a higher percentage of female employees within our customer service roles, which aligns with national trends in this area. These roles typically fall within the lower pay quartile, and this is also reflected in our figures.



**Mean hourly pay gap:**

**27.76%**

**Median hourly pay gap:**

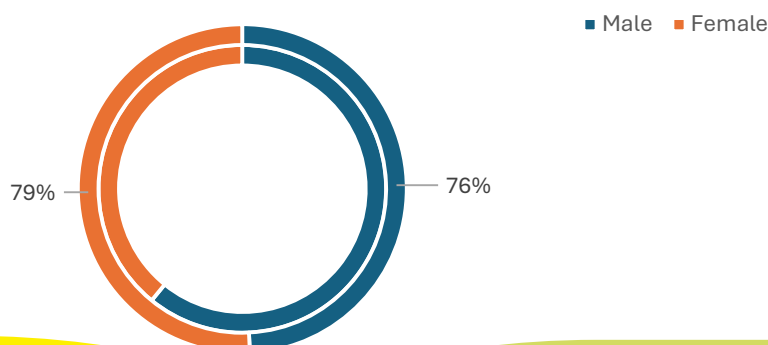
**31.46%**

Bonus payments are available based on two levels:

- Sales incentives paid to external sales based on sales targets
- Company performance: paid to all staff excluding external sales based on various criteria

Therefore due to the external sales team being male-dominated this is creating a gap in the mean bonus pay gap. The opportunity for the same level of bonus is available to all depending on their role not gender.

### Scolmore Group - % of staff receiving a bonus by gender



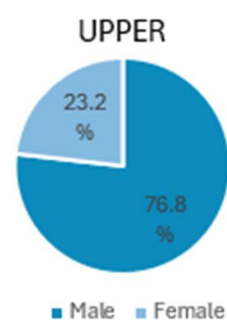
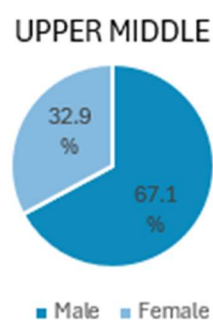
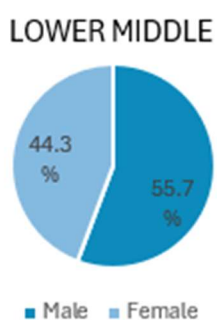
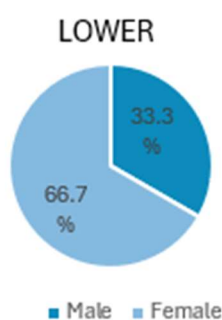
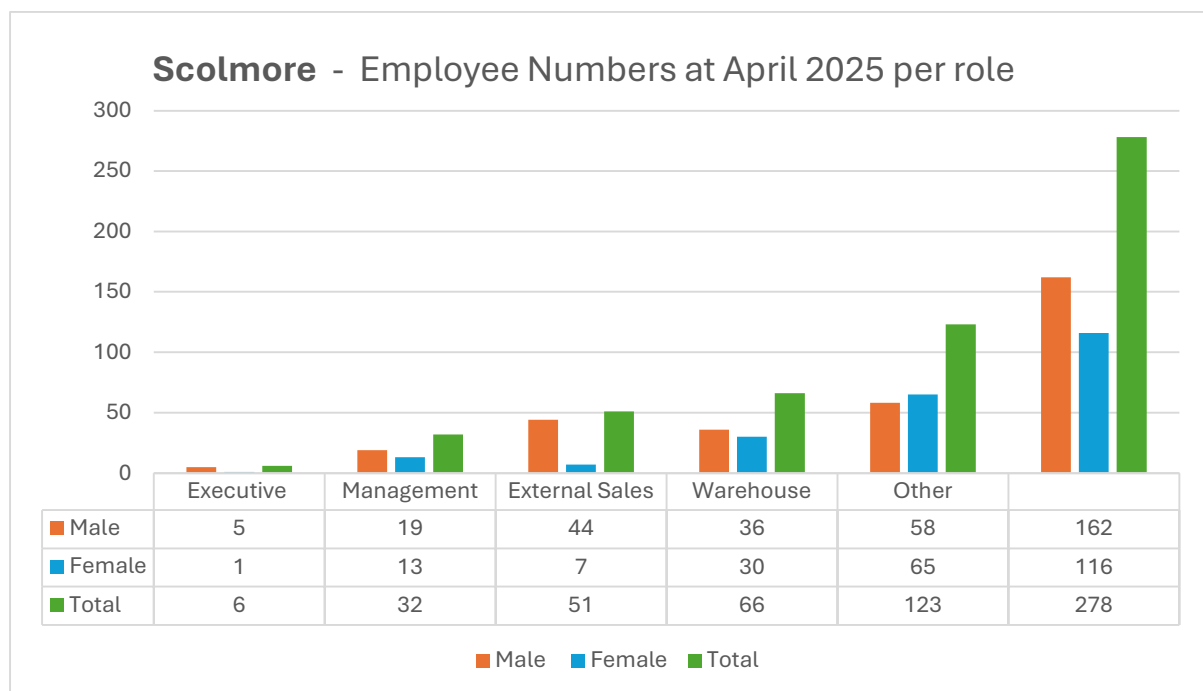
**Mean bonus pay gap:**

**67.46%**

**Median bonus pay gap:**

**0.00%**

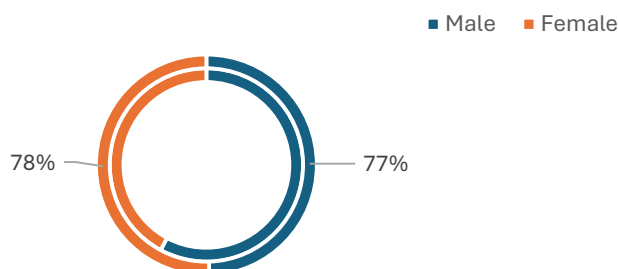
## SCOLMORE INTERNATIONAL LIMITED GENDER PAY GAP DATA



**Mean hourly pay gap: 27.71%**

**Median hourly pay gap: 31.62%**

### Scolmore - % of staff receiving a bonus by gender

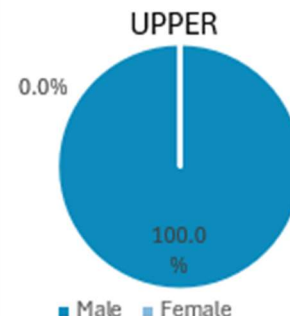
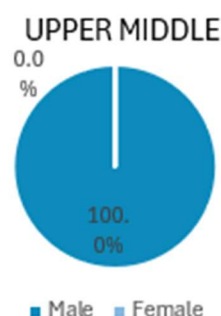
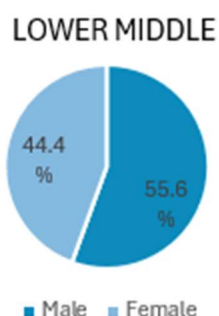
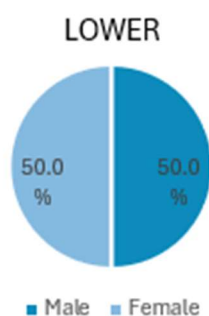
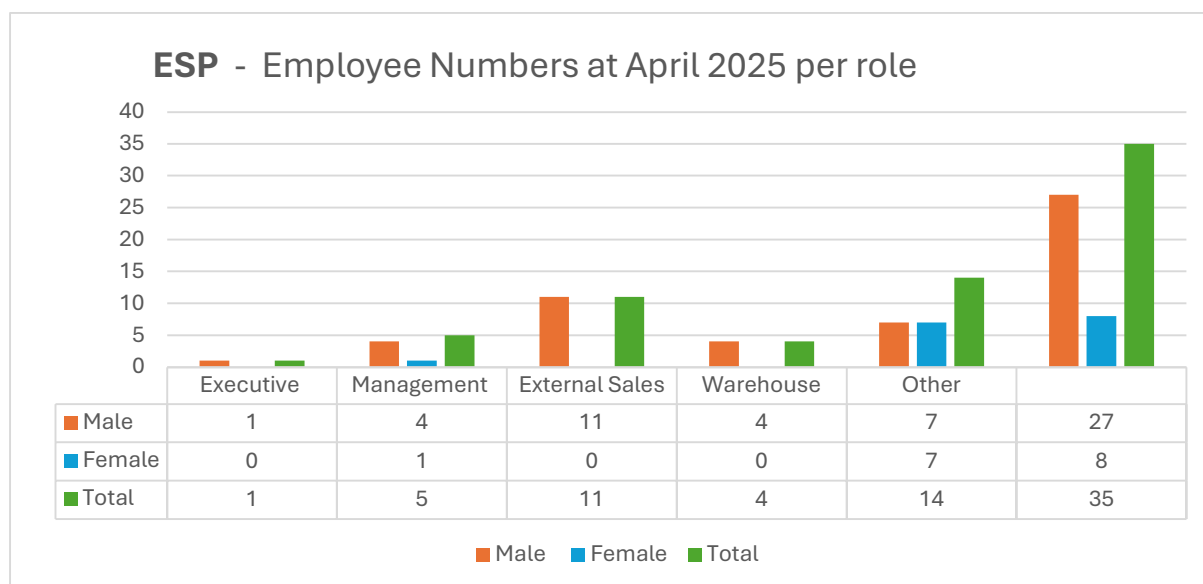


**Mean bonus pay gap: 68.01%**

**Median bonus pay gap: 0.00%**

## ELITE SECURITY PRODUCTS LIMITED GENDER PAY GAP DATA

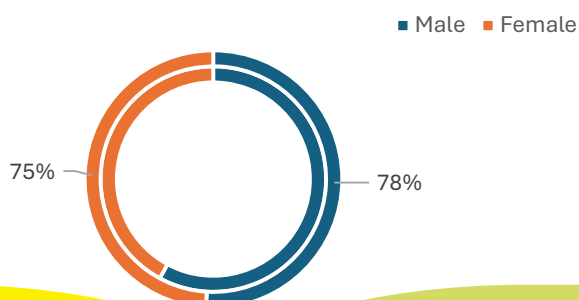
The following has been prepared in accordance with the legal obligation to provide calculations by legal entity. However, the accompanying narrative and group-level data should be considered to provide a clearer and fairer representation.



**Mean hourly pay gap: 34.86%**

**Median hourly pay gap: 29.88%**

### ESP - % of staff receiving a bonus by gender

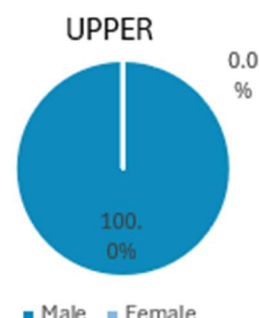
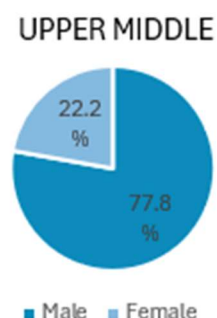
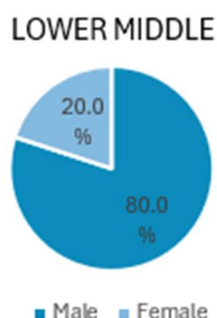
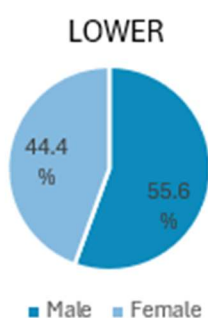
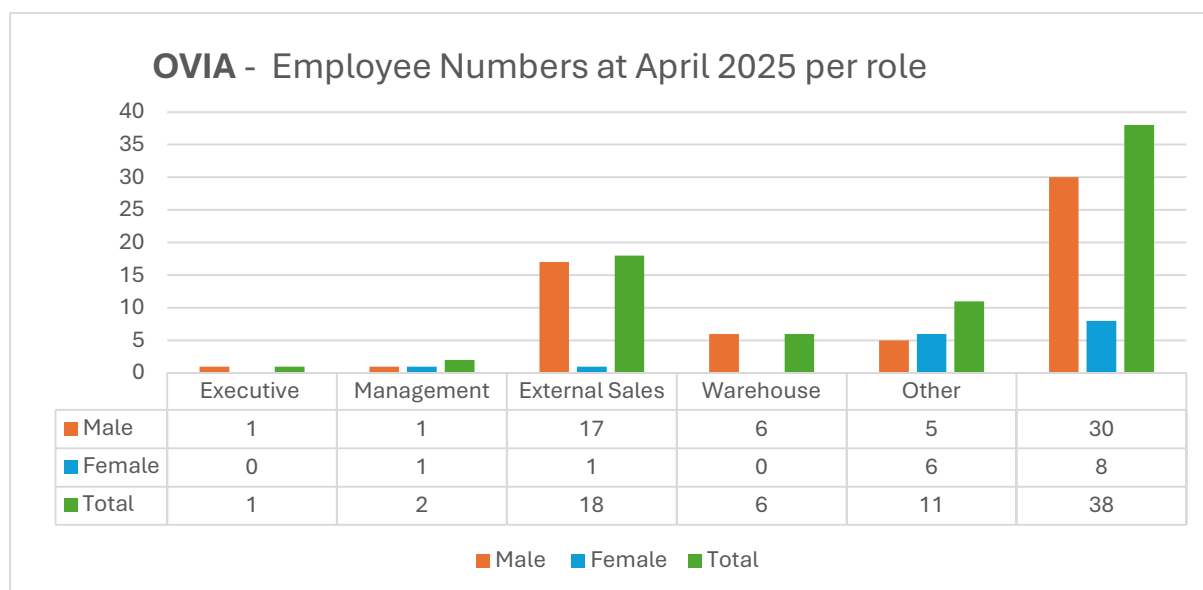


**Mean bonus gap: 69.78%**

**Median bonus pay gap: 0.00%**

## OVIA LIMITED GENDER PAY GAP DATA

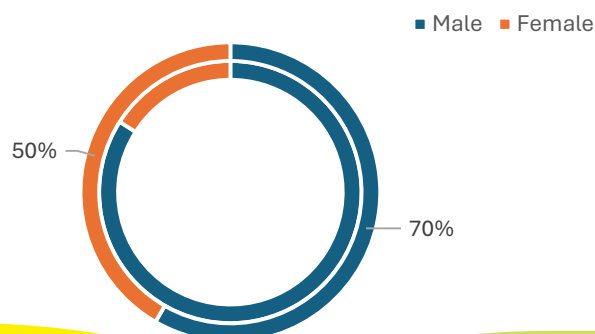
The following has been prepared in accordance with the legal obligation to provide calculations by legal entity. However, the accompanying narrative and group-level data should be considered to provide a clearer and fairer representation.



**Mean hourly pay gap: 37.44%**

**Median hourly pay gap: 38.46%**

### OVIA - % of staff receiving a bonus by gender



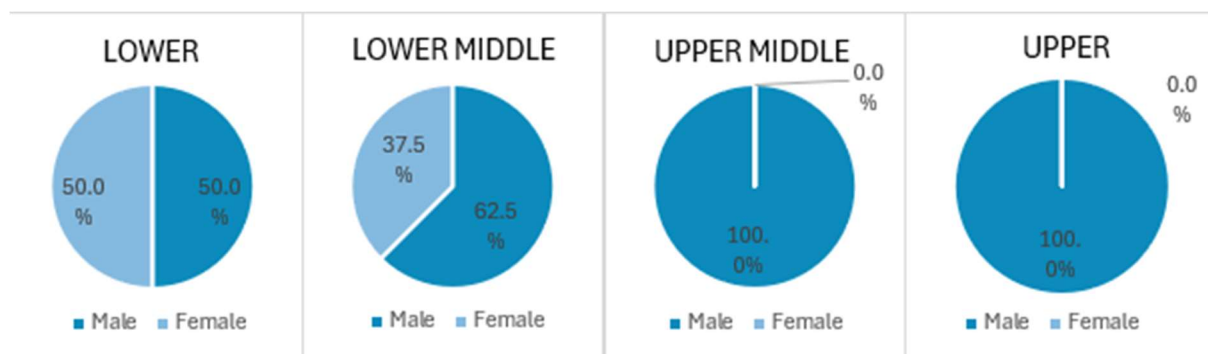
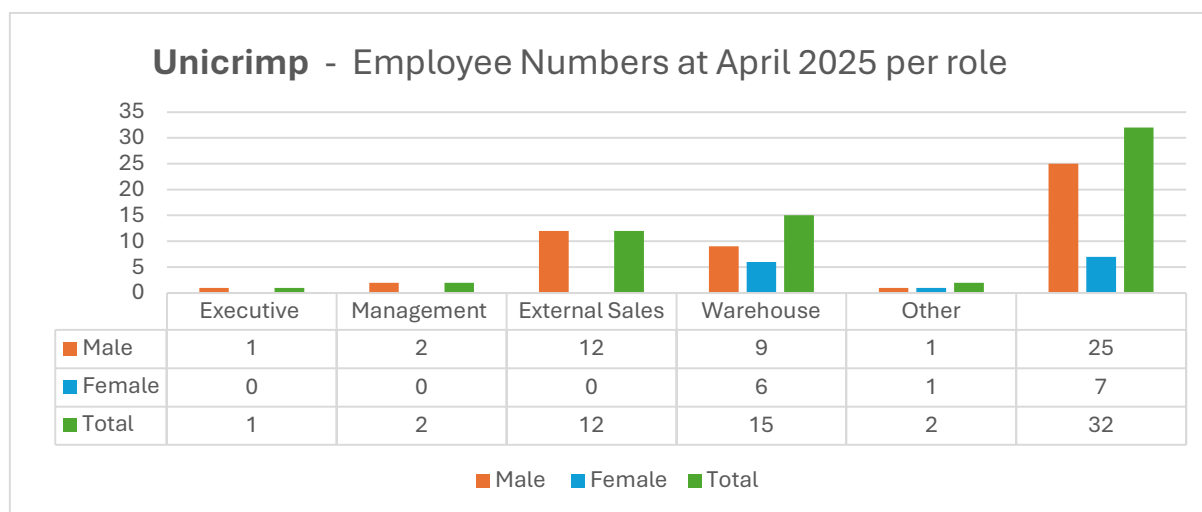
**Mean bonus gap: 50.24%**

**Median bonus pay gap: 0.00%**



## UNICRIMP LIMITED GENDER PAY GAP DATA

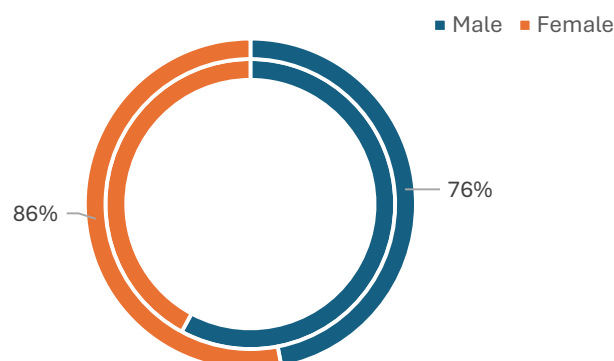
The following has been prepared in accordance with the legal obligation to provide calculations by legal entity. However, the accompanying narrative and group-level data should be considered to provide a clearer and fairer representation.



Mean hourly pay gap: 35.73%

Median hourly pay gap: 35.72%

### Unicrimp - % of staff receiving a bonus by gender

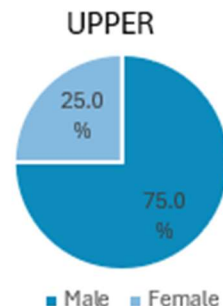
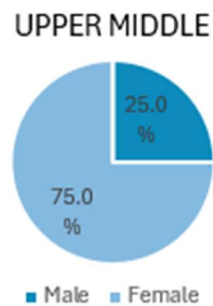
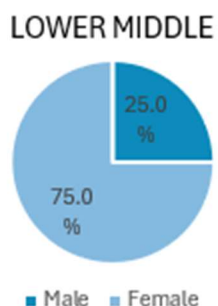
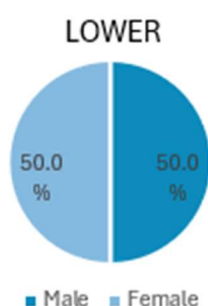
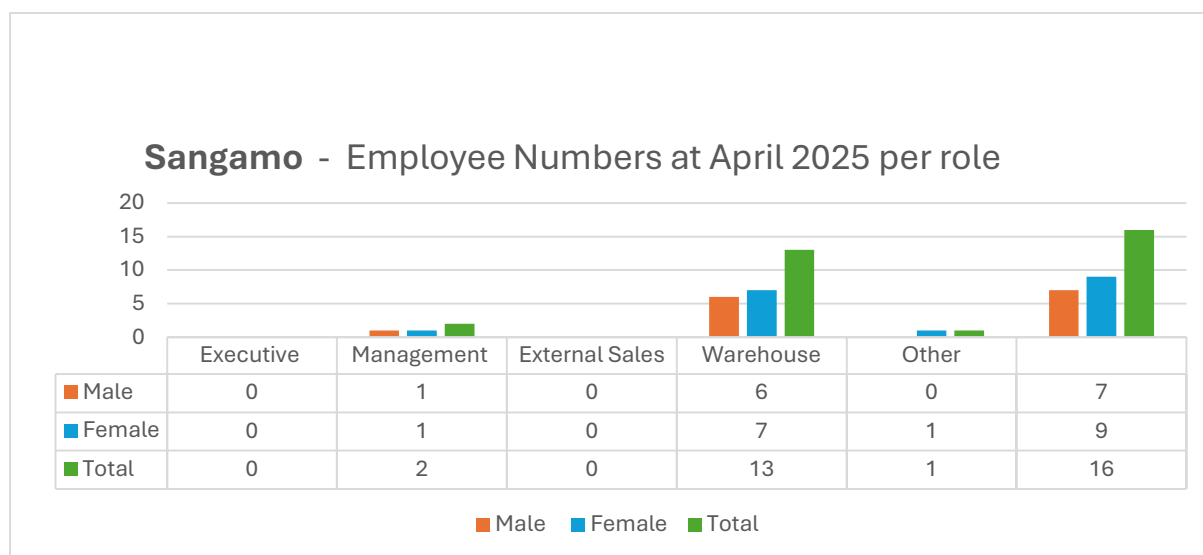


Mean bonus gap: 80.09%

Median bonus pay gap: 68.77%

## SANGAMO LIMITED GENDER PAY GAP DATA

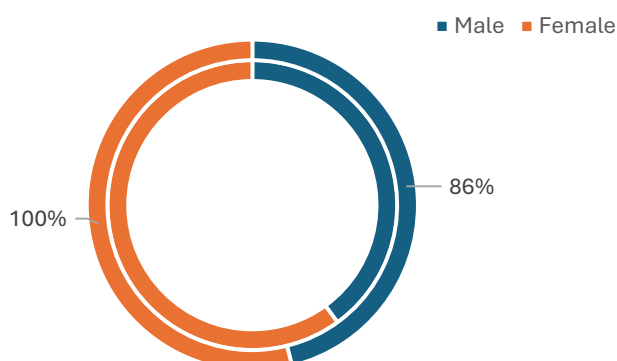
The following has been prepared in accordance with the legal obligation to provide calculations by legal entity. However, the accompanying narrative and group-level data should be considered to provide a clearer and fairer representation.



**Mean hourly pay gap: 24.37%**

**Median hourly pay gap: 13.73%**

### Sangamo - % of staff receiving a bonus by gender



**Mean bonus gap: 18.52%**

**Median bonus pay gap: 0.00%**

## Our Future Plans

### *Our People, Our Priority!*

At the heart of everything we do are our people. We're committed to investing in their growth, supporting career progression, and empowering them to develop.

We continue to make ongoing investment in our Management and Leadership levels, with a particular focus on strengthening people management capabilities. This is a key priority to support the significant growth we have experienced across the group.

By equipping our leaders with the skills and tools needed to manage diverse teams effectively, we aim to foster an inclusive culture where all employees feel supported, valued, and empowered to succeed. This investment also plays a critical role in

- ensuring that opportunities for progression are fair, non-discriminatory and that leadership reflects the diversity of our wider workforce.
- creating pathways for progression that support underrepresented groups, particularly women, into higher-paid roles.

Our aim is to continue to foster a more balanced and representative workforce, where all employees have equitable opportunities to thrive and progress.



**Jonathan Rogers**

Scolmore Group

Chief Finance Officer

