

Gender Pay Gap

Report 2025

MASON
TECHNOLOGY

The logo for Mason Technology, featuring a stylized blue grid pattern above the company name.

Introduction

Mason Technology is committed to an inclusive and equitable workplace where all employees can thrive. In line with the Gender Pay Gap Information Act 2021, this report outlines the difference in the average hourly earnings of men and women across our organisation.

For the snapshot date of 30 June 2025, our gender pay gap is 7%, based on a workforce of 149 employees that is 61% male and 39% female.

Our pay structures ensure fair and consistent remuneration based on qualifications, skills, and experience, regardless of gender.



Understanding the Gender Gap

The gender pay gap is not the same as unequal pay.

- **Unequal pay:** paying men and women differently for the same work. This is illegal.
- The **gender pay gap** reflects the average earnings of men and women across the organisation. It is influenced by representation at different levels and in different types of roles.

Our Gender Pay Gap Report

Our report includes the following measures:

- Mean and median hourly remuneration gaps
- Mean and median bonus remuneration gaps
- % of men and women receiving bonuses
- % of men and women receiving benefits in kind
- % of men and women across pay quartiles

All metrics have been calculated in line with legislative requirements.

What Drives Our Gender Pay Gap

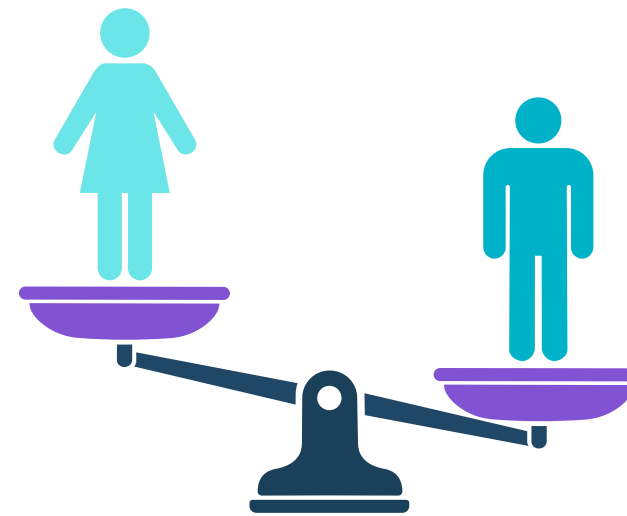
Our gender pay gap is primarily influenced by how men and women are distributed across roles, functions, and levels within the company:

- **Industry trends in technical roles:** Certain technical and field-based roles, such as service engineers, are traditionally male-dominated across the industry. These roles often include additional allowances or benefits and currently have a higher proportion of male employees.
- **Bonus outcomes:** Bonus payments are performance-related and available to all employees after probation. For this reporting period, the bonus pay gap favoured female employees.
- **Benefit-in-kind (BIK) eligibility:** More male employees received BIK due to the structure of field-based roles, which include vehicle benefits from the start of employment. Health-related BIK is available to all employees after probation.
- **Tenure and management representation:** Some long-tenure roles and management levels currently have a greater number of male employees, which affects average pay levels.

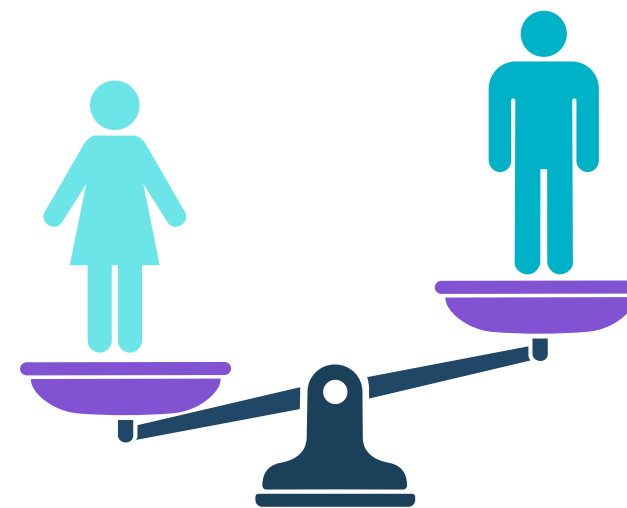


Our Results - Mean and Median Remuneration

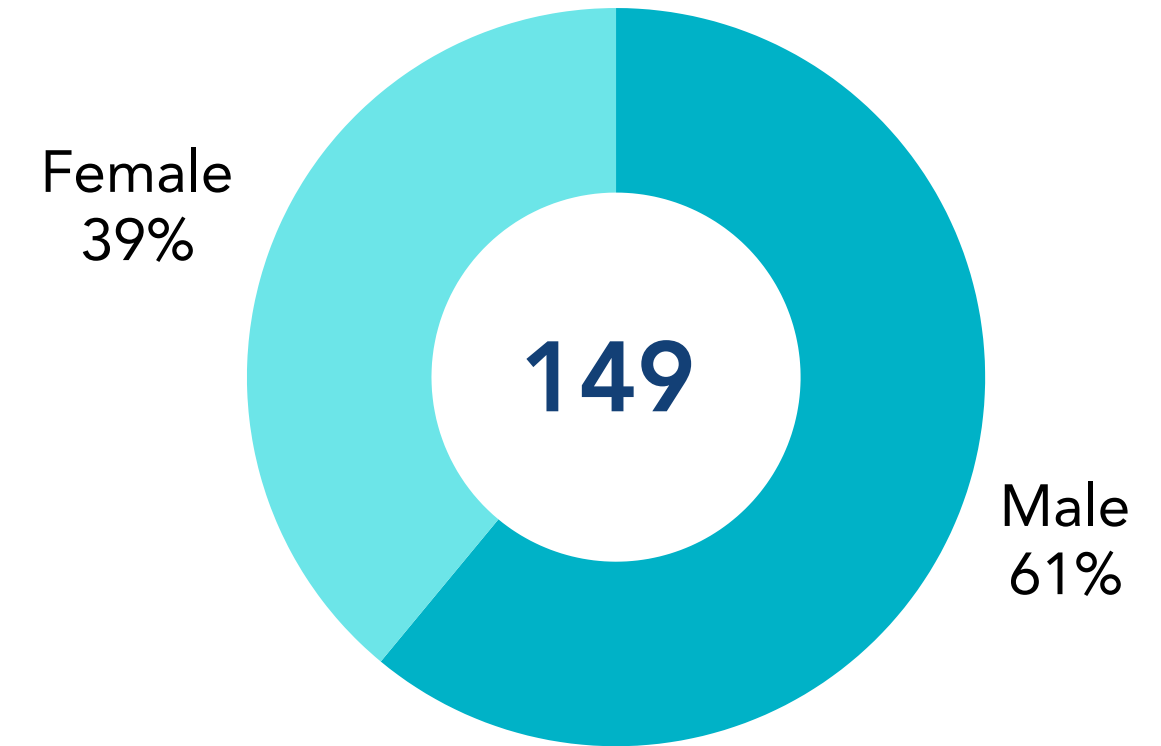
Hourly Pay Gap



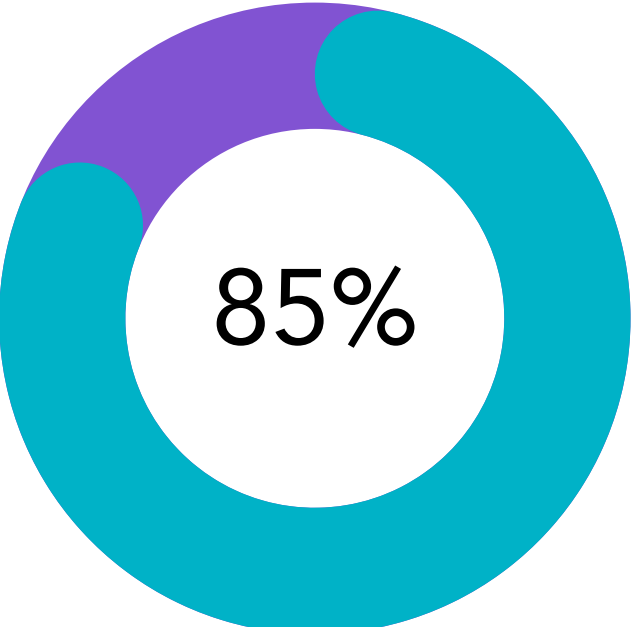
Bonus Pay Gap



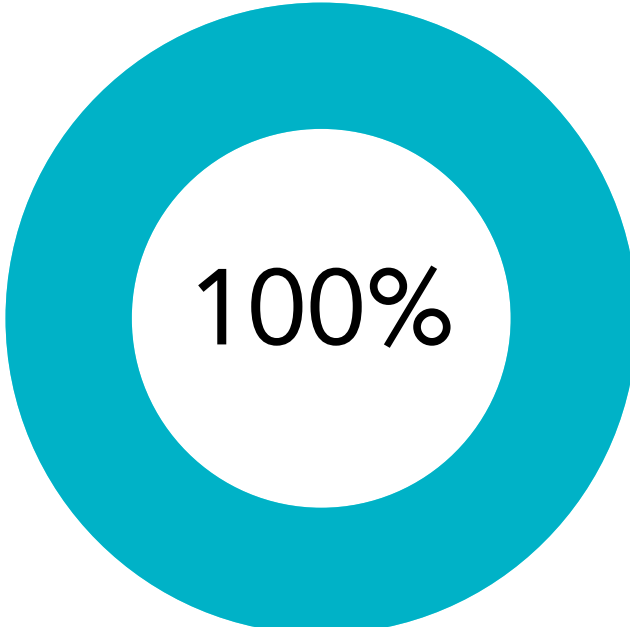
Full Time Employee Count and Gender Split



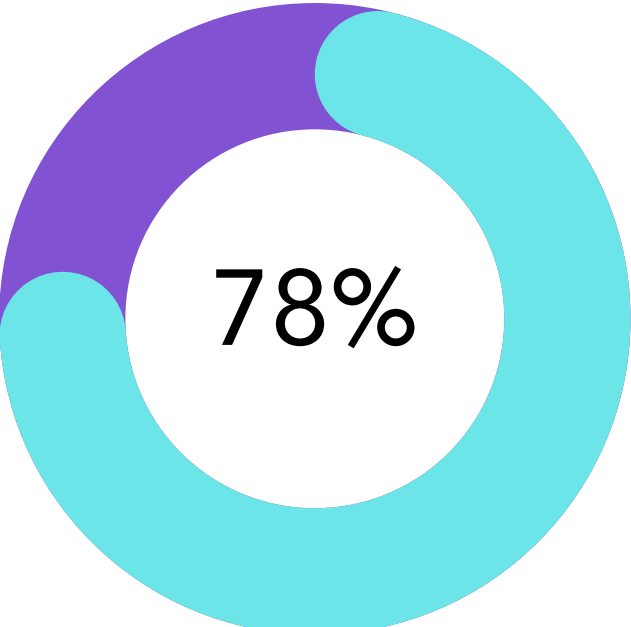
Our Results - Bonuses & Benefit in Kind



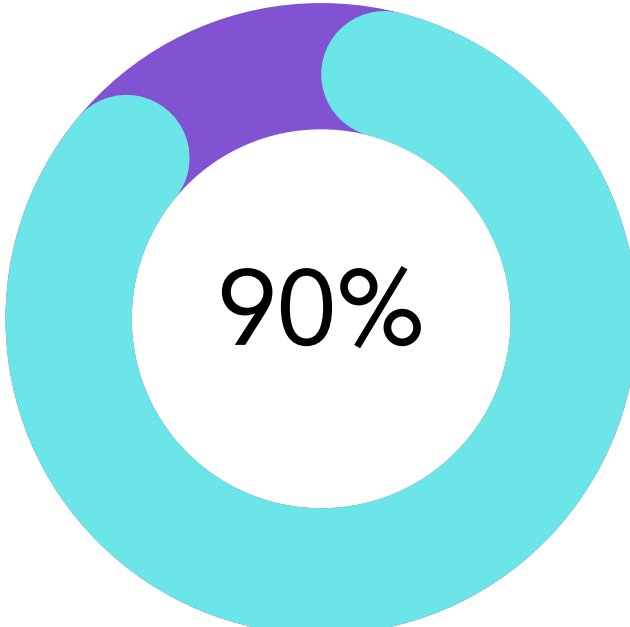
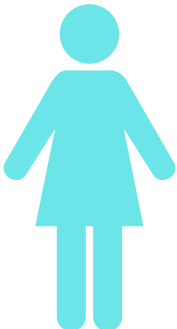
**Paid Bonus
Remuneration**



**Received
Benefits in Kind**



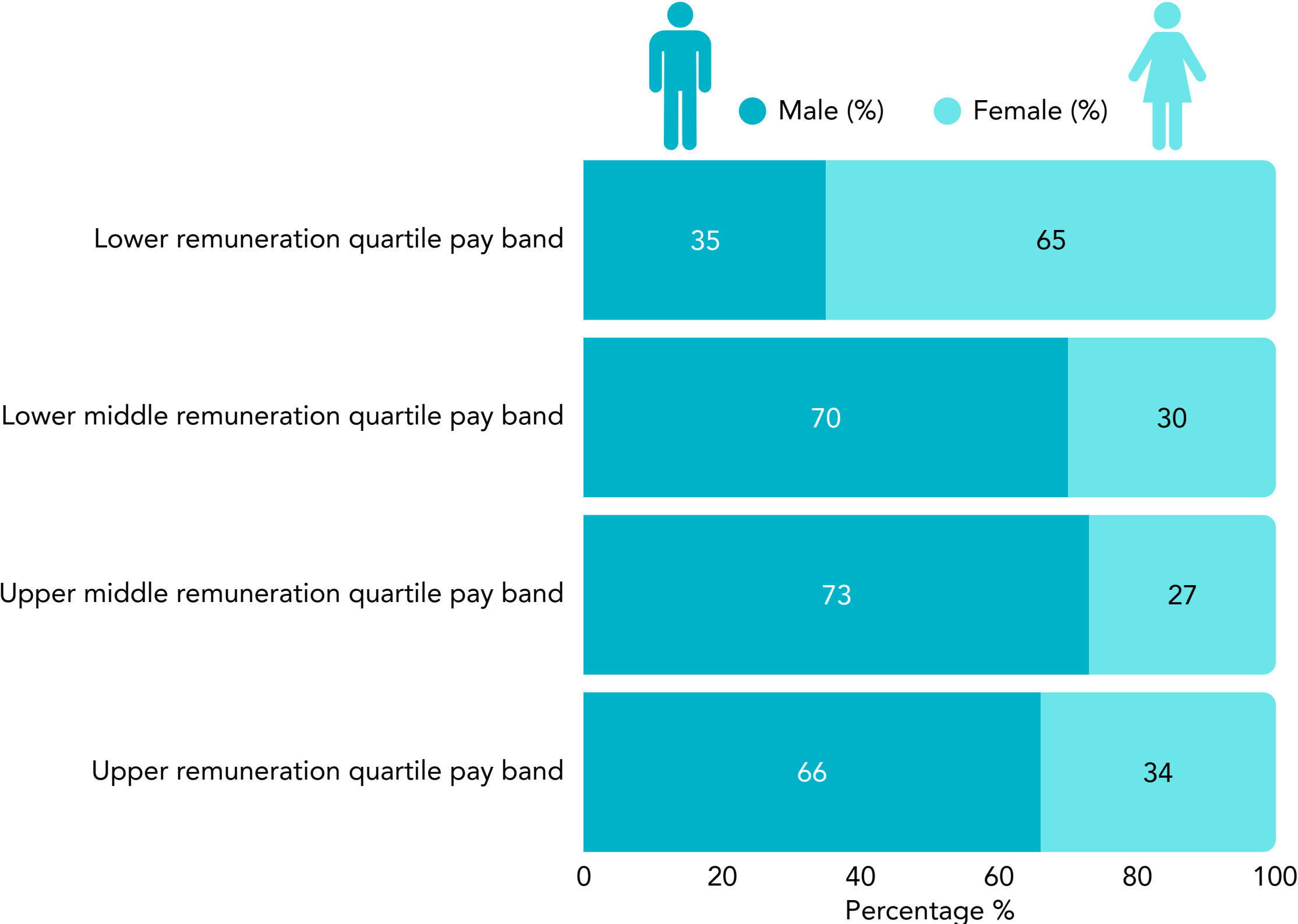
**Paid Bonus
Remuneration**



**Received
Benefits in Kind**



Our Results - Quartile Analysis (Percentage)



Our Commitment to Inclusion, Diversity & Equality

Mason Technology is committed to fostering an inclusive, diverse, and equitable workplace. Our Inclusion & Diversity Strategy guides our efforts to improve gender representation and support equal opportunities across the organisation.

Our commitments include:

Inclusive Recruitment

- Ensuring balanced gender representation at all stages of recruitment
- Embedding equal and inclusive hiring practices
- Providing training to minimise bias
- Using structured interviews and skills-based assessments

Inclusive Workplaces

- Offering flexible working arrangements
- Providing paid family leave supports
- Maintaining inclusive policies that promote equal access to opportunities

Continuous Improvement

- Regularly reviewing our practices to ensure they reflect best practice
- Expanding initiatives that support equality, diversity, and inclusion
- Using gender pay gap insights to guide ongoing actions

These commitments support long-term progress in improving representation and reducing the gender pay gap.



Conclusion

Mason Technology remains committed to fairness, transparency, and continuous improvement. The insights from our gender pay gap analysis support our continued work in fostering a balanced and inclusive workplace.

