


RESPONSIVE ENGINEERING GENDER PAY GAP REPORT

2025-26



INTRODUCTION

As an organisation, we take pride in fostering a fair and inclusive workplace, and understanding our gender pay gap is an important part of that commitment. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Responsive Engineering is required to publish specific pay gap information for the reference period above.

This report provides an overview of our gender pay gap for the reporting period 2025-2026, highlighting key insights and the steps we are taking to support continued progress.

THE GENDER PAY GAP

At Responsive Engineering, we believe it is important to be transparent about how we measure and understand gender representation within our workforce - particularly as we operate in the manufacturing and engineering sector, an industry that has historically been and continues to be heavily male dominated.

The gender ratio within our business during this period was 13 males per 1 female. However females represented more than a third (38%) of our core senior leadership team and 31% of our extended senior leadership team.

The gender pay gap represents the difference between the average pay of men and women across our organisation and is expressed as a percentage. In our reporting, we calculate both the mean pay difference (the average hourly earnings of all employees) and the median pay difference (the middle value of all hourly earnings when listed from lowest to highest).

A range of societal, cultural, sector specific and organisational factors can contribute to a gender pay gap, and these influences are not necessarily discriminatory or unlawful. It is also important to distinguish this from

equal pay, which concerns ensuring that men and women are paid the same for performing the same job, work rated as equivalent, or work of equal value.

A gender pay gap does not in itself indicate discrimination; rather, it provides valuable insight into workforce composition and helps us identify where we can continue to focus our efforts to ensure that our approach to pay, reward and opportunity remains fair, consistent and free from bias.

ORGANISATIONAL CONTEXT

Responsive Engineering is a UK-based subcontract manufacturer providing end to end engineering capability. From our 33,000m² Armstrong Works facility on the banks of the River Tyne in Newcastle, we deliver complex fabrication, precision machining, specialist welding, profiling, coating, testing and assembly services for customers spanning defence, maritime, rail and civil sectors.

Established in 2000, we are part of the Pearson Engineering family and have a long legacy of engineering excellence. We continue to invest in our people and technologies to strengthen the quality and reliability we are known for, and we remain committed to growing our contribution to the North East's industrial landscape while delivering trusted, high quality solutions for customers across the UK and beyond.

GENDER PAY GAP

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is -12 % (rounded to one decimal place).

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 23 % (rounded to one decimal place).

BONUS PAY

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 12 %

Female employees: 16 %

For the purposes of the report, bonus pay includes all incentives, at Responsive Engineering this is largely made up of a recruitment referral incentive scheme as opposed to a performance or productivity incentive.

SALARY PAY QUANTILES

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	62	89%	64	93%	68	99%	64	93%
Female	8	11%	5	7%	1	1%	5	7%

ACTION PLAN TO ADDRESS GENDER PAY DISPARITY

At Responsive Engineering, we are fully committed to reducing - and ultimately closing - any gender pay disparity identified within our organisation. We recognise that meaningful progress takes time and requires a combination of sustained action, cultural development and strategic investment. With this in mind, we have developed an action plan that reflects our priorities for 2026.

A key focus for the year ahead is the ongoing development of our Women at Armstrong Works group, which plays an essential role in encouraging equality between men and women across the business. This group promotes honest conversation, shared learning and practical support, helping ensure all colleagues - regardless of gender - feel respected,

valued and able to thrive. Our 2026 theme centres on respect, encouraging colleagues to consider how they would expect the women in their own lives - daughters, partners, sisters - to be treated at work. Through this lens, we are strengthening our approach to mentorship for women, broadening support networks and exploring new ways to attract and retain more women across the organisation.

We are also committed to encouraging greater female representation in engineering more broadly. Through our ongoing involvement with STEAM (Science, Technology, Engineering, Arts, Mathematics) outreach, we work with local schools, community groups and initiatives to inspire young people - particularly girls - to consider careers in engineering. Research shows that career aspirations and gender stereotypes begin forming as early as age six and start to solidify by age ten, with interest in STEM subjects often dipping significantly by ages fourteen to fifteen. This makes early, positive engagement essential, and we will continue to play an active role in widening the talent pipeline and challenging outdated perceptions of our industry.

Internally, we are progressing work on new career progression frameworks, including clearer role structures, bands and development pathways. These frameworks are designed to ensure consistency, transparency and equal opportunity for advancement across all departments. Alongside this, we continue to ensure that pay is based on job role and responsibility, providing full parity across equivalent roles regardless of sex.

This action plan forms a core part of our wider commitment to equality, diversity and inclusion. We will continue to review, refine and expand our activities throughout 2026, ensuring that our workplace remains, and continues to be, fair, respectful and supportive for everyone at Responsive Engineering.

DECLARATION

I confirm that the gender pay gap information published in this written statement and submitted to the Gender Pay Gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010.

Dawn Prior
HR Director