



A **PTSG** company



GENDER PAY GAP REPORT 2025

Reporting Date: 5 April 2025

Company Name: Trinity



Introduction

At Trinity, we are committed to creating an inclusive workplace where everyone has equal opportunities to develop and succeed. We welcome the requirement to report our gender pay gap and use this information to help us better understand our workforce and identify areas where we can further improve equality of opportunity.

This report sets out our gender pay gap data as required by UK legislation and outlines the actions we are taking to continue building a diverse and inclusive organisation.

Understanding the Gender Pay Gap

The gender pay gap measures the difference between the average earnings of men and women across an organisation, regardless of the jobs they perform.

It is different from equal pay, which relates to men and women receiving equal pay for equal or comparable work.

Our Gender Pay Gap Results

Percentage of men and women in each hourly pay quarter	
Upper Q - Male	88.3%
Upper Q - Female	11.7%
Upper Middle Q - Male	93.0%
Upper Middle Q - Female	7.0%
Lower Middle Q - Male	80.5%
Lower Middle Q - Female	19.5%
Lower Q- Male	47.3%
Lower Q- Female	52.7%
Mean and median gender pay gap using hourly pay	
Mean gender pay gap using hourly pay	27.3%
Difference in hourly ROP - median	25.4%
Percentage of men and women who received bonus pay	
Males	78.8%
Females	66.7%
Mean and median gender pay gap using bonus pay	
Mean gender pay gap using bonus pay	56.6%
Median gender pay gap using bonus pay	62.4%

What Our Results Tell Us

Our gender pay gap is primarily influenced by a higher proportion of men in senior and specialist roles and a higher proportion of women in entry-level and administrative positions. We are encouraged by the representation of women across several areas of the business but recognise there is more work to do to achieve greater balance at all levels.

Actions We Are Taking to address our gender pay gap and improve gender representation across the organisation, we are committed to:

- * Reviewing recruitment and selection processes to ensure fairness and inclusivity.
- * Supporting career progression opportunities for all employees.
- * Developing talent pipelines for underrepresented groups.
- * Monitoring pay and reward practices regularly.
- * Providing leadership development and mentoring opportunities.

Looking Ahead Trinity remains committed to fostering an inclusive culture where everyone can thrive. We will continue to review our people policies, practices and workforce data to help reduce barriers to progression and create equal opportunities for all employees.

Kate Williamson
Group HR Director

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