

T H WHITE LTD – GENDER PAY GAP REPORT APRIL 2026

T H WHITE LTD (the Company) is required by law to publish an Annual Gender Pay Gap Report. The report is designed to illustrate the average (mean and median) gender pay gap percentages for hourly rates of pay and bonus pay of full-pay employees.

Gender Pay Gap should not be confused with Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

This report is looking back at a snapshot from 5th April 2025. As a result, recent changes are not included, but in summary:

- We continue our succession planning and replacement of long-standing employees as they reach retirement, and we are gradually reducing the age profile of the business
- As retirements occur, we are confident new opportunities are emerging and are available to all, irrespective of gender. We are committed to fair recruitment practices and are working with an external consultant to ensure that we abide by fair recruitment practices and principles.

Hourly pay summary:

- Mean gender pay gap in hourly pay – in the previous year, this had reduced 3.6% to 27.4%. This has reduced considerably a further 12.8% in the year to 14.6%. Whilst we are proud of the great steps made in 12 months, we are committed to further reductions and ensuring fairness throughout.
- The figures of those receiving bonus pay – 14.8% in men and 13.8% in women, have almost synchronised.

Other points of note:

The workforce is predominantly male, representing the local trends in both mechanical engineering and within the agriculture-related industries in which we operate.

We are going through a period of change and growth, which creates new opportunity. We have new depots at Knighton, Shrewsbury and Fosse Cross in the Cotswolds.

We continue to advocate for apprenticeships within our business.

We have actively recruited female engineers in the past 12 months, notably in our new facility in Dartford near London, and will continue to strive to create equal pay for similar roles, wherever they exist within our organisation.

Alexander Scott
CEO
April 2026