

UK GENDER PAY REPORT 2024

THE HEXADEX GROUP

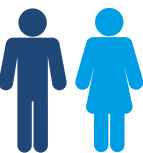
Welcome to our eighth annual Gender Pay Report

Teconnex Ltd operates in accordance with the Core Values that underpin our business and reflect our place within the Hexadex Group of companies—a group distinguished by its diversity, inclusivity, and engagement. We recognise and support the UK Government’s statutory requirements for gender pay reporting as an important step toward greater workplace transparency and equality. In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we hereby present the gender pay data for Teconnex Ltd (Company Registration Number: 1447529).

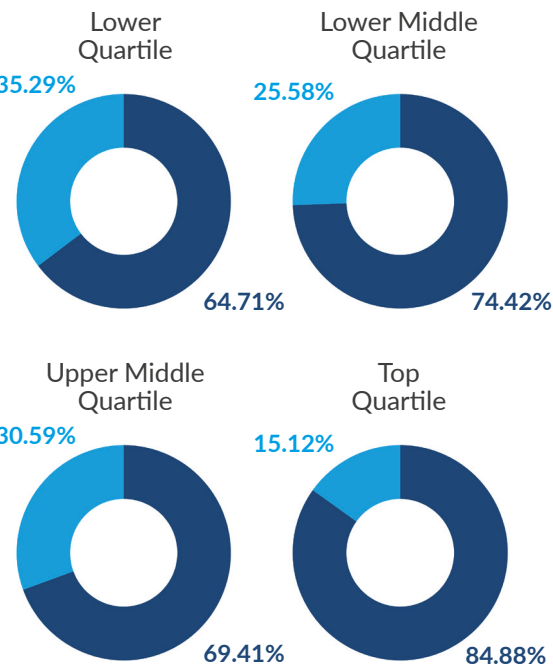


Will Milles,
Executive Chairman – Hexadex Group

Males – 251 Females – 91



Males	73.4%
Females	26.6%



TECONNEX UK GENDER PAY GAP RESULTS

Pay difference between males and females:

	2023	2024
Median Gender Pay Gap	5.4%	3%
Mean Gender Pay Gap	14.2%	15.5%
UK National Gender Pay Gap	14.3%	13.1%

Bonus difference between males and females:

Median Gender Bonus Gap	5.8%	8.61%
Mean Gender Bonus Gap	48.9%	36.35%

Proportion of employees receiving a bonus:

	2023	2024
MALES	78.4%	83.57%
FEMALES	69.1%	77.19%

At Teconnex, we remain dedicated to addressing the gender pay gap and creating an inclusive workplace where all employees can thrive. While we have seen a slight increase in our gender pay gap compared to last year, we are confident that this is not due to differences in pay for men and women in the same or equivalent roles. Instead, this reflects the fact that a higher proportion of our senior and technical roles—positions that naturally command higher salaries and continue to be held and also attract men, a trend that is influenced by the wider industry.

According to the Office for National Statistics, the gender pay gap in manufacturing is higher than the UK average. Although women make up half of the UK workforce, they represent only 26.1% of the manufacturing sector. We recognise this disparity and are committed to creating a more inclusive and balanced workplace.

We are actively working to change this by attracting and developing talent from diverse backgrounds. We are committed to providing equal opportunities for all employees, ensuring that career progression is based on skills, performance, and potential. At Teconnex, pay is determined by the value of the role and the work performed, which we are confident that

men and women receive equal pay for equal work.

To help bridge the skills gap and support future talent, and attract females we continue to collaborate with local schools, colleges, and apprenticeship programs. By investing in apprentices from all backgrounds, we are not only shaping the next generation of manufacturing professionals but also creating long-term career opportunities in the industry.

We are especially committed to increasing the representation of women in manufacturing by attracting, developing, and promoting female talent within our company. Through targeted initiatives and career development programs, we aim to foster an environment where women can thrive and advance in their careers.

By driving positive change and investing in future talent, we are confident that we will continue to make meaningful progress in closing the gender pay gap.

Chris Marsden,
Managing Director
– Teconnex Group