

# UK GENDER PAY REPORT 2025

## THE HEXADEX GROUP

### Welcome to our ninth 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).

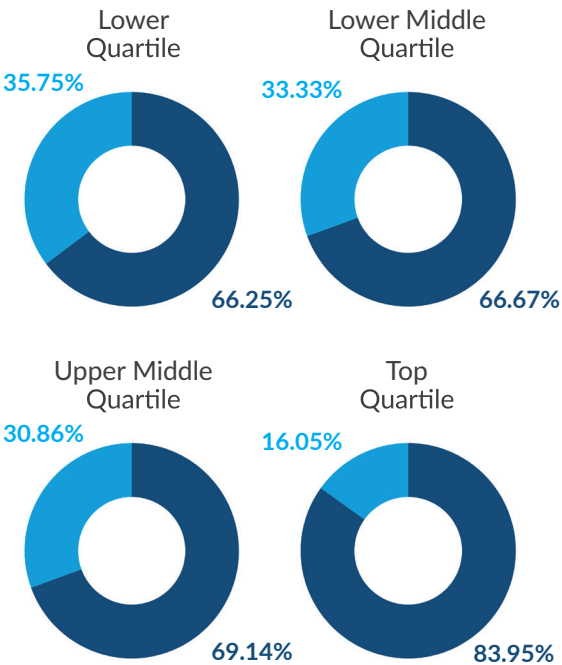
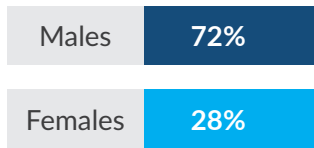
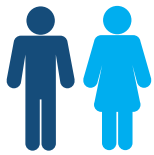


Alan Lyons

Group Chief Executive Officer - Hexadex



Males – 231 Females – 92



## TECONNEX UK GENDER PAY GAP RESULTS

### Pay difference between males and females:

	2024	2025
Median Gender Pay Gap	3%	4%
Mean Gender Pay Gap	15.5%	15.5%
UK National Gender Pay Gap	13.1%	12.8%

### Bonus difference between males and females:

Median Gender Bonus Gap	8.61%	6.91%
Mean Gender Bonus Gap	36.35%	28.19%

### Proportion of employees receiving a bonus:

	2024		2025
MALES	83.57%	MALES	98.13%
FEMALES	77.19%	FEMALES	98.13%

At Teconnex, we remain committed to addressing the gender pay gap and creating an inclusive workplace where everyone has the opportunity to succeed.

Our 2025 results show that while there has been a slight movement in the gender pay gap, we continue to perform well below the UK national average, reflecting the progress we have made over time. Importantly, our gap is not driven by unequal pay, but by the structure of our workforce, where a higher proportion of senior and technical roles are currently held by men—an ongoing challenge across the manufacturing sector.

We are encouraged to see continued improvement in our bonus outcomes, with greater consistency and equal participation for both men and women.

However, we recognise that there is still more to do, particularly in improving the representation of women in senior roles. This remains a key focus for us.

We continue to invest in attracting, developing, and promoting female talent through our early careers programmes, apprenticeships, and partnerships with schools and colleges. By strengthening our pipeline and supporting career progression, we are building a more balanced and inclusive workforce for the future. We were also delighted to see two of our apprentices recognised with Milner Awards for First Year Advanced Manufacturing & Engineering Apprentices, including one female apprentice.

While change will take time, we are confident that our ongoing efforts will deliver meaningful progress in closing the gender pay gap at Teconnex.

Chris Marsden,  
Managing Director  
– Teconnex Group

