

## Gender Pay Gap Reporting Statement

The gender pay gap is the difference between the hourly rate of pay levels for male and female employees in our UK business. This is different to equal pay, which is about whether a woman and a man receive equal pay for the same or a similar job.

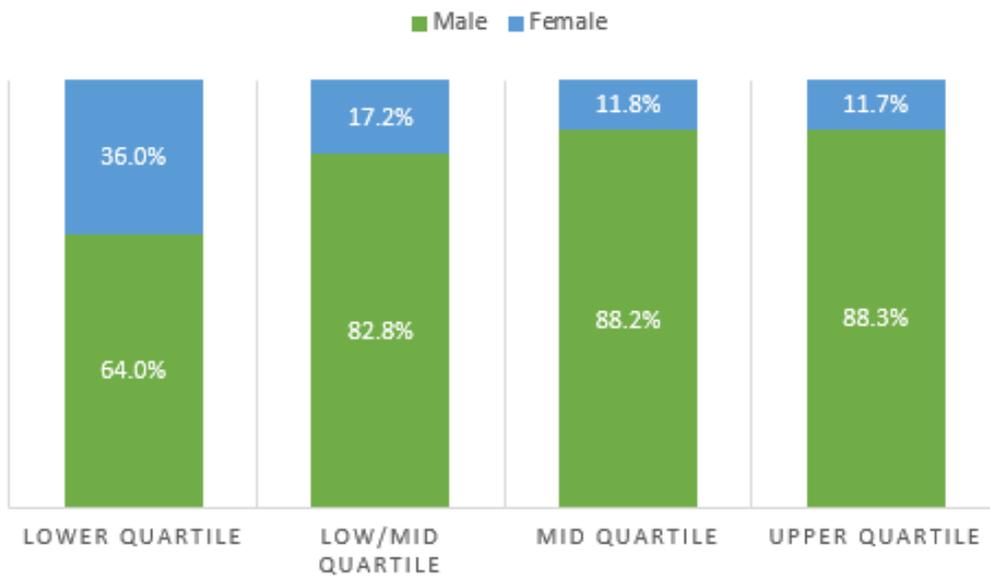
proAV are committed to equal pay and promoting a fair and transparent environment for employees to be rewarded based on their position, contribution, competencies and contribution.

### Findings for 5 April 2025

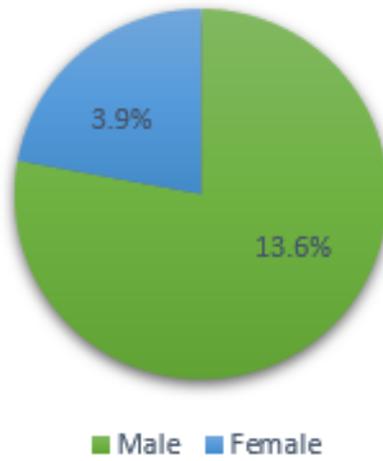
#### Difference Between Male and Female Colleagues

Difference Between Males and Female Colleagues		
	Mean	Median
Pay Gap	14.2%	17%
Bonus	93.8%	-35.7%

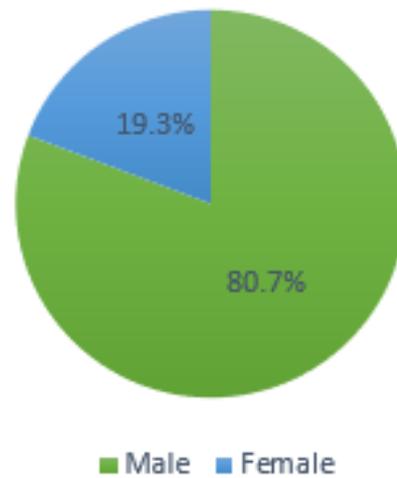
#### Proportion of Males and Females in each Pay Quartile



### Proportion of Males and Females Receiving a Bonus Payment



### Gender Split



N.B. no employees had stated their gender as non-binary at time of writing.

## proAV Review of 2024/2025

### Pay Gap

Mean gender pay gap: 14.2%

Median gender pay gap: 17%

The mean pay gap reflects the overall average difference in hourly pay between male and female colleagues. The median pay gap reflects the difference at the midpoint of pay distribution. The median gap (17%) being higher than the mean (14.2%) indicates that the issue is concentrated around pay distribution rather than a small number of very high earners skewing the average.

The Audio-Visual industry has historically had lower female representation in technical engineering, senior operational leadership and sales or revenue generating roles. These roles typically sit in the upper pay quartiles and often carry enhanced pay potential. Where men are disproportionately represented in these functions, this increases both the mean and median pay gap.

### Bonus Gap

Mean bonus gap: 93.8%

Median bonus gap: -35.7%

The mean bonus gap reflects the impact of a small number of higher-value bonuses awarded during the reporting period. As bonus payments in proAV are typically linked to commercial performance, and business development activity, this can disproportionately influence the mean figure where majority of roles are predominantly held by men.

However, the median bonus gap of -35.7% indicates that at the midpoint, female colleagues received a higher bonus than male colleagues. The mean figure is heavily influenced by a small number of high value rewards. This demonstrates that bonus outcomes vary depending on role, performance, and eligibility criteria rather than gender.

### Pay Quartiles

The proportion of males and females across pay quartiles continues to reflect the broader industry landscape within the AV and technology sector, where there remains a higher representation of men in technical and senior operational roles. The distribution of colleagues across quartiles is the primary driver of our gender pay gap.

Encouragingly, representation in lower and middle quartiles remains more balanced, and we continue to focus on creating development pathways to support progression into senior roles.

## proAV Gender Pay Gap Action Plan

### Our Commitment

While our 2024/2025 data confirm our commitment to equal pay for equal work, our gender pay gap reflects the distribution of men and women across different levels and functions within the organisation, particularly in senior and technical roles.

We recognise that reducing our gender pay gap requires sustained, practical action focused on representation, progression and inclusive culture. The following action plan outlines the steps we will take.

**Objective 1 – Strengthen Diverse Recruitment Pipelines**

proAV works within the Science, Technology, Engineering and Mathematics (STEM) industries which traditionally attracts more males than females. 2023 saw the launch of proAV’s apprenticeship and work experience programmes with a focus on encouraging more women to choose a career within the STEM industries. proAV is continuing to promote early career pathways to attract a broader talent pool and tracks gender balance at application, shortlist and appointment stages to identify potential bias points.

**Objective 2 – Support Career Progression and Internal Mobility**

proAV reviews the number of females in our senior management positions by using our HRIS data to track their progression through the company. In 2023, we introduced performance management through our HRIS empowering employees to take control of their professional development conversations with their managers. We encourage our female employees to exploit this opportunity to discuss their future progression through our organisation. proAV also identifies high-potential female colleagues and support them through mentoring and coaching.

We have also increased the visibility internally of vacancies and encourage cross-departmental movement.

**Objective 3 – Leadership Accountability and Enhancing Culture**

Gender Pay Gap data is shared annual with senior leadership with diversity and inclusion considered in all workforce planning activities. Although proAV has core working hours, promoting flexible working practices wherever operationally feasible. Especially from parents returning to work after maternity or paternity leave which we believe has improved retention of female colleagues. Employee wellbeing and satisfaction surveys are also now distributed, so we can understand employees experience with their gender considered.

In accordance with the Equality Act 2010 and its protected characteristics, we will not discriminate against others, however we will take positive action towards reducing the gender pay gap, by seeking to remove any prejudice and encourage our female colleagues within the organisation to grow their careers.



Francesca Hazell  
**Operations Director**