



NG Bailey

NG Bailey Group

Gender Pay Report 2025

Background

All UK organisations employing 250 people or more must publish a report detailing its gender pay gap. This report must include six different measures:

- 1 the mean or average gender pay gap**
 - 2 the median or midpoint gender pay gap**
 - 3 the mean or average gender bonus gap**
 - 4 the median or midpoint gender bonus gap**
 - 5 the proportion of men and women who received bonuses**
 - 6 the number of men and women according to quartile pay bands**
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Definitions

The gender pay gap is defined as the difference between the average (mean) earnings of men and women over a standard time period, regardless of their job, role or seniority. Due to the way it is structured the NG Bailey Group has a number of companies which fall in to the definition of employers for gender pay reporting and as such, this report covers four businesses, with an additional overall Group figure also included:

-  **NG Bailey Group** – Overall figure
 -  **NG Bailey Ltd (Engineering Division)**
 -  **NG Bailey Facilities Services Ltd**
 -  **NG Bailey IT Services Ltd**
 -  **The Freedom Group of Companies Ltd**
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In keeping with gender pay reporting requirements, this report is based on our businesses which are trading as a limited company. We are not required to publish a figure for the Group overall however we believe this is important and so the data for NG Bailey overall can also be found in this report. The data within this report is from April 2025.

Gender Pay v Equal Pay



Gender Pay is the difference in average earnings between men and women over a standard time period, regardless of the job they do.



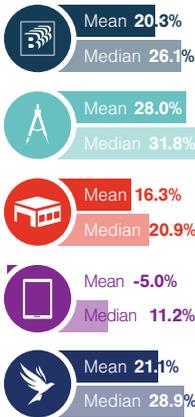
Equal Pay is about ensuring men and women are paid the same for equal work.

We are confident that we pay people the same for doing equal work.

Gender pay report

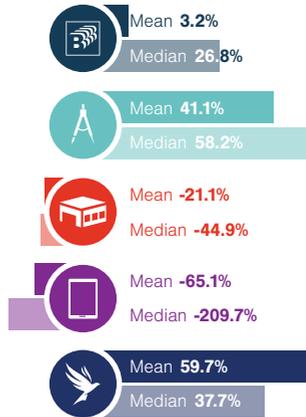
Gender pay gap

The mean and median difference in pay between male and female employees.



Bonus gender pay gap

The mean and median difference in bonus pay between male and female employees.

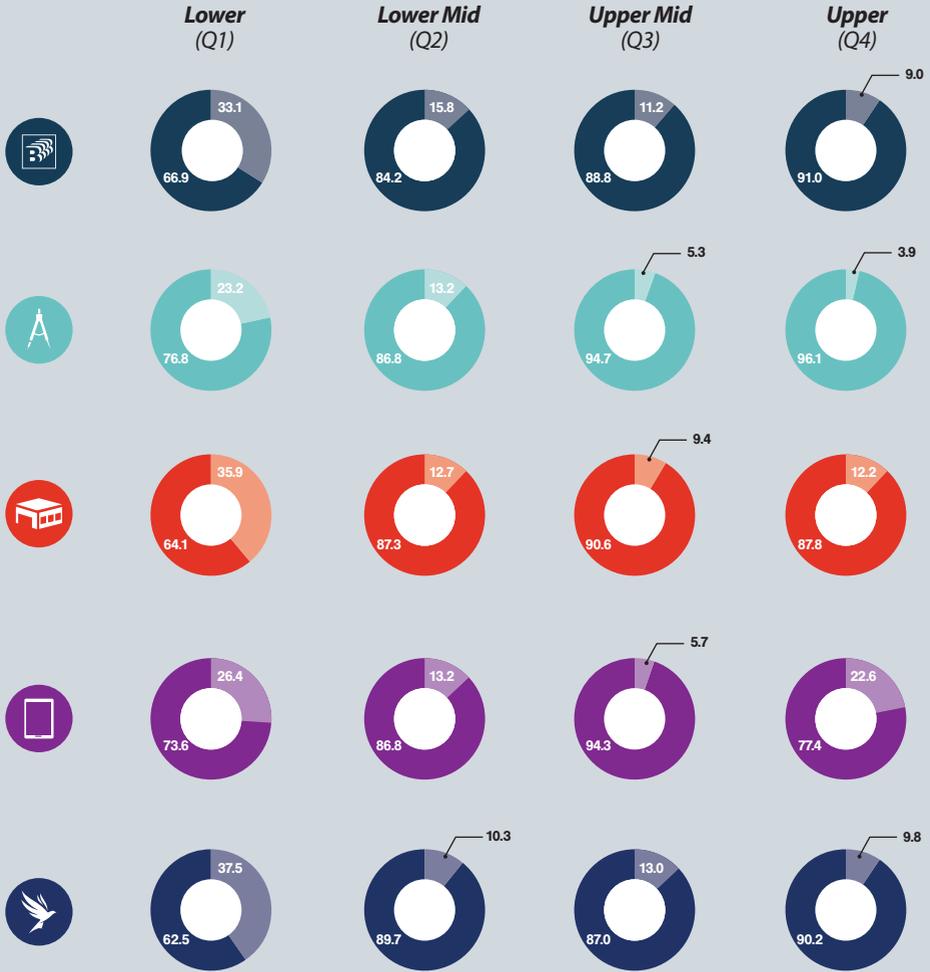


The proportion of males and females receiving a bonus payment (%)



Quartile reports

The proportion of males and females in each quartile band (%)




Jonathan Stockton
 Chief Executive Officer
 Signed February 2026

www.ngbailey.com

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