



## **Gender Pay Gap Report for 2024**

This report sets out the gender pay gap statistics for the IDSL Group in relation to the reporting year of 2024.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the IDSL Group is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### **The Gender Pay Gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### **Organisational context**

Integrated Doorsets is a single source supplier of performance doorsets and architectural ironmongery solutions providing high quality products ideally suited to the health, education, commercial, leisure, office fit out and high-end residential markets.

Integrated Doorsets has been created out of our firm belief that there is a better way to address the construction industry's supply needs for its timber-based doorset and architectural ironmongery requirements.

### **Our commitment to equality and diversity**

The Group is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Our Group policy aims to remove unfair and discriminatory practices within the Group and to encourage full contribution from its diverse community.

The Group is committed to actively opposing all forms of discrimination.



## Our approach to Pay and Reward

At IDSL Group, we are dedicated to ensuring that all employees receive equal pay for equal work, regardless of gender. Our policy emphasises transparency in compensation, fair and unbiased performance evaluations, and continuous improvement of our pay practices.

We are committed to providing equal opportunities for career advancement and professional development, fostering an inclusive and equitable workplace where everyone feels valued and fairly compensated.

### Gender Pay Gap

#### **Mean Gender Pay Gap**

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 11% (rounded to one decimal place).

#### **Median Gender Pay Gap**

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is -6% (rounded to one decimal place)

### Gender Bonus Gap

#### **Mean Gender Bonus Gap**

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 83% (rounded to one decimal place).

#### **Median Gender Bonus Gap**

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 81% (rounded to one decimal place)

### **Bonus Pay**

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 20%

Female employees: 21%

### **Salary Pay Quartiles**

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	62	91%	65	97%	55	81%	64	96%
Female	6	9%	2	3%	13	19%	3	4%



## **Action Plan to address Gender Pay disparity**

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

The action plan will form part of the Organisation's commitment to equality and diversity and will be implemented in line with internal policies that are relevant to this commitment.

## **Confirmatory statement**

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

**Signed:** *Ash Malhan*  
**Name:** Ash Malhan  
**Job title:** Managing Director  
**Date of statement:** 20 November 2024

## **Contact**

Please direct any queries relating to this gender pay gap report to Human Resources by contacting them at [hr@integrateddoorsets.com](mailto:hr@integrateddoorsets.com)