



# WGEA

Gender Pay Gap Reporting – Employer Statement

# 01 Employer Statement

## Coates Group

At Coates, we are committed to creating a truly inclusive and diverse workplace, where everyone feels valued, respected, and has equal opportunities to thrive. We recognise the importance of promoting gender equality, and we are actively taking steps to create an environment where our people – or as we call them, our Crew - can all be our authentic selves and feel we belong.

We have recently updated our analysis and found that our gender pay gap of 17% is 4.8% lower than 21.8% rate for all participating industries, and at the mid-point for our comparison group within Computer System Design and Related Services. Like most companies, we continue to focus on improvement. We conduct annual gender pay gap studies and use these findings to inform salary decisions, while ensuring our decision makers understand and consider this data when determining pay increases.

One of our values, "unlocking the power of our differences, together," is designed with diversity at its core. Our roadmap to achieve this starts with our Diversity, Equity and Inclusion strategy which has been developed in conjunction with our Equality and Empowerment Committee.

Whilst strategies and approaches are all important measures – we judge ourselves by the actions we take towards achieving gender equality.

One such action is our application of recruitment that ensures all decisions are based on merit.

A key goal of ours this year is to develop a deeper understanding of the real and perceived barriers women encounter in the workplace in relation to, for example, career progression.

Additionally, flexibility is a key aspect of our commitment to gender equality. We understand the unique challenges that some Crew may face due to family or other caring responsibilities, and we offer very generous flexible work arrangements that include hybrid working, flexible start and finish times, job share, part-time, remote work options and other initiatives under our Thrive wellness program that promote a healthy work-life balance.

We are pleased to have a Global Parental Leave policy which includes benefits such as paid parental leave, accommodating attendance at antenatal or assisted conception appointments during work hours and additional paid 'keeping in touch' days.

To ensure we provide a mechanism for ongoing feedback, each year we ask specific questions in our engagement survey in relation to diversity and inclusion, one question being "When I share my opinion it is valued", which is one of our higher scoring questions at over 80%.

Educating our workforce on unconscious bias and promoting an inclusive culture is another cornerstone of our efforts. Our values have been written with a focus on inclusivity and we also

provide training programs that aim to raise awareness about gender biases and encourage an open dialogue among Crew to foster a more inclusive workplace.

#### Key Actions & Progress Summary:

##### Workplace Culture

- Developed our DEI strategy with our Equality and Empowerment Committee
- Achieved over 80% positive response to "When I share my opinion it is valued" in our annual engagement survey

##### Equal Opportunity & Pay

- Merit-based recruitment practices
- Maintain a gender pay gap of 17% - lower than the average of 21.8% for all participating industries
- Conduct annual pay gap analyses to inform salary decisions
- Understanding barriers to women's career progression

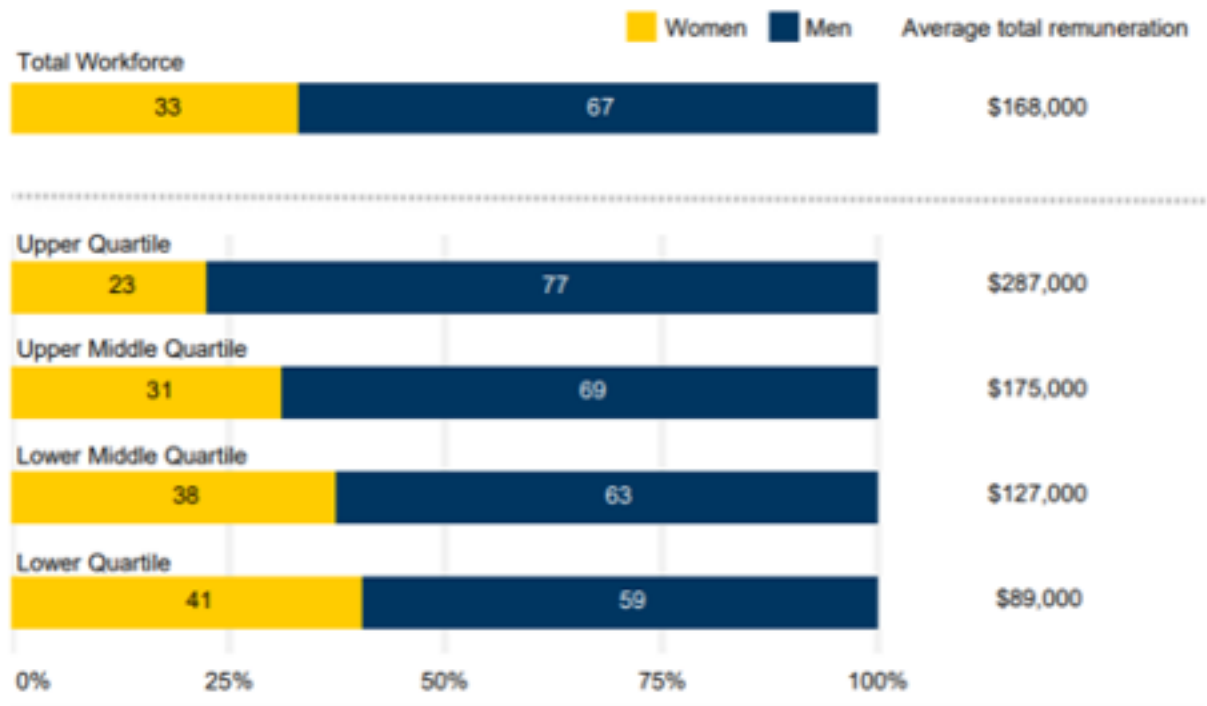
##### Flexible Work & Support

- Offer comprehensive flexible arrangements including:
  - Hybrid working
  - Flexible hours
  - Job sharing
  - Remote work options
  - Thrive wellness program initiatives
- Provide Global Parental Leave benefits including:
  - Paid parental leave
  - Antenatal and assisted conception appointment accommodation
  - Paid 'keeping in touch' days

##### Ongoing Development

- Unconscious bias training
- Foster open dialogue about inclusion
- Regularly collect Crew feedback through engagement surveys
- Continuously assess and improve our DEI initiatives

We know this is an ongoing journey, and it's one we are all in for. Together, we strive to build a company culture that values and celebrates the unique contributions of every individual, irrespective of gender.



For more information contact [info@coatesgroup.com](mailto:info@coatesgroup.com)

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