



# Gender Pay Gap Report 2025

19 June 2025



## Introduction

Advant Medical offers Medical Device Manufacturing & Packaging Solutions.

Advant Medical has evolved to become a strategic manufacturing 'Partner of Choice' for a wide range of clients such as entrepreneurs, engineering and development groups, new start-ups, SME medical device companies & multinationals. We are specialists in minimally invasive access & delivery devices providing a full range of services required to deliver finished medical devices to market. We are the global 'Partner of Choice' for outsourcing and manufacturing for the leading medical device companies.

This report reflects the calculation of the Gender Pay Gap in line with Government Regulations under the Gender Pay Gap Information Act 2021 across Advant Medical's workforce on 19th June 2025.



## What is a Gender Pay Gap?

A Gender Pay Gap is the difference between the average pay men and women earn. It is primarily influenced by the distribution of men and women working in the organisation and the seniority at which they work.

A Gender Pay Gap is not the same as equal pay which refers to males and females receiving equal pay for doing the same or similar jobs.

These processes are under ongoing review as part of our commitment to our staff to delivering an employee value proposition that attracts and retains talent for the future.



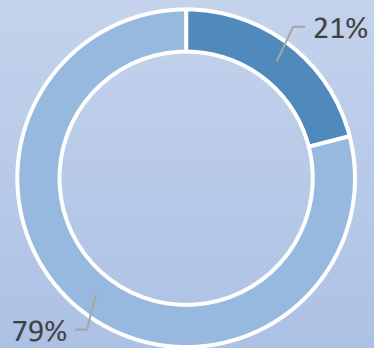
# What are some of the causes of a Gender Pay Gap?

Differences between what employees are paid can be impacted by a number of complex factors including:

- **Occupational segregation** – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- **Length of service** – incremental pay within the company may mean that new joiners are paid less than those who have been working in the company for longer.
- **Gender breakdown of senior roles at higher salaries** – a small number of higher paid employees can affect the average figures.
- **Gender breakdown of lower paid roles** – a large number of lower paid employees can affect the average figures.
- **Societal factors** – Factors such as availability and cost of child and/or elder care, how certain jobs or occupations are perceived may impact on career choices.

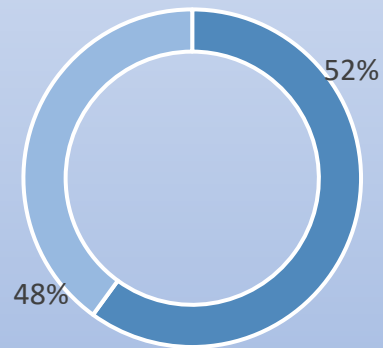
## Gender Distribution by Pay Quartile

Lower Quartile



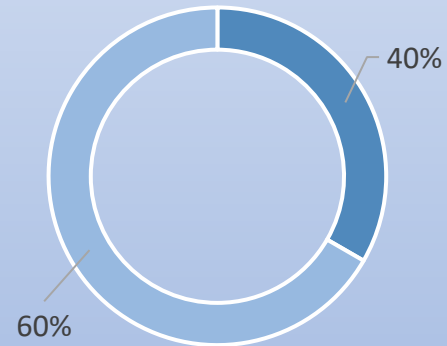
■ Male ■ Female

Lower Middle Quartile



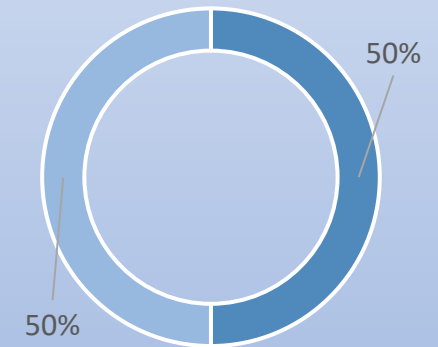
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

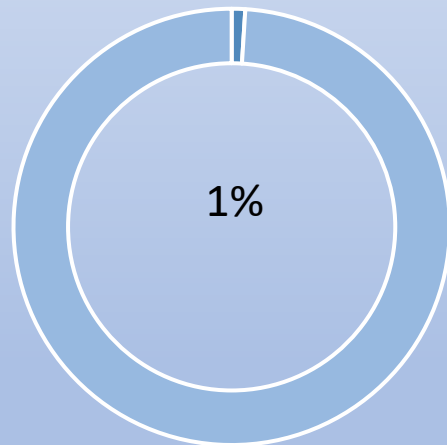
Upper Quartile



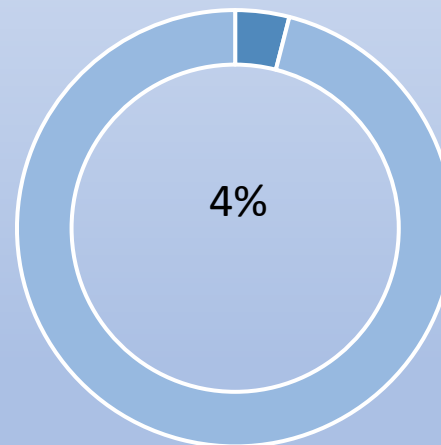
■ Male ■ Female

## Median & Mean Gender Pay Gap – Lower Quartile

Mean Gender Pay Gap



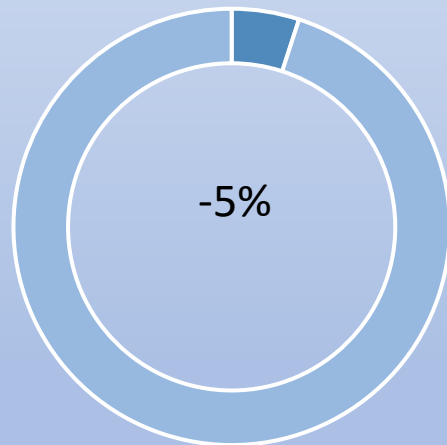
Median Gender Pay Gap



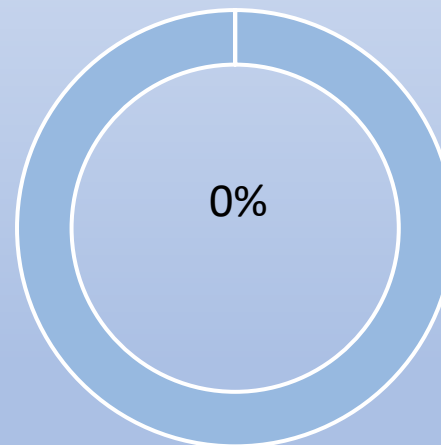
If women on average earn less than men, the percentage is expressed as a positive figure. If men on average earn less than women, the percentage is expressed as a negative figure.

## Median & Mean Gender Pay Gap – Lower Middle Quartile

Mean Gender Pay Gap



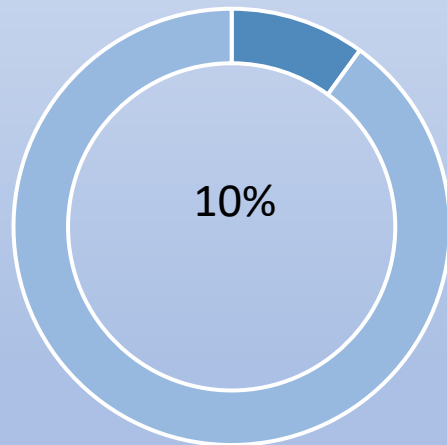
Median Gender Pay Gap



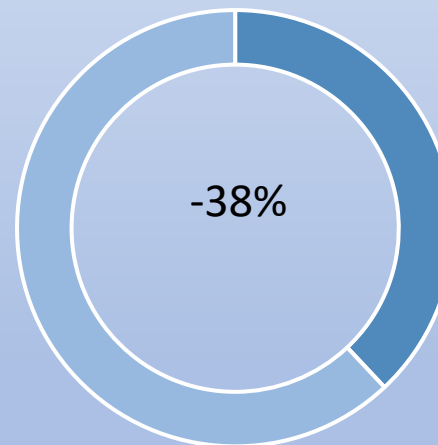
If women on average earn less than men, the percentage is expressed as a positive figure. If men on average earn less than women, the percentage is expressed as a negative figure.

## Median & Mean Gender Pay Gap – Upper Middle Quartile

Mean Gender Pay Gap



Median Gender Pay Gap

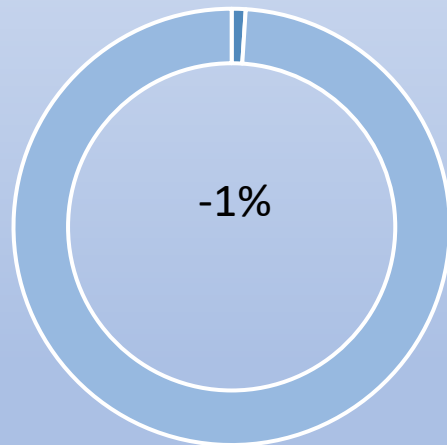


If women on average earn less than men, the percentage is expressed as a positive figure. If men on average earn less than women, the percentage is expressed as a negative figure.

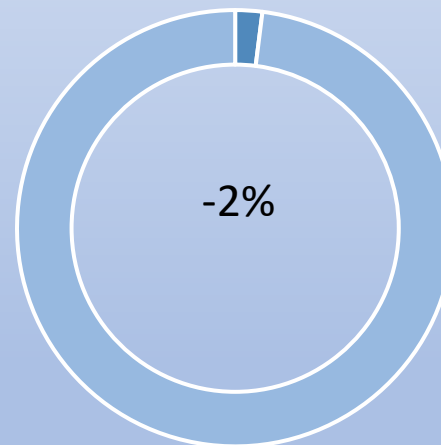


## Median & Mean Gender Pay Gap – Upper Quartile

Mean Gender Pay Gap



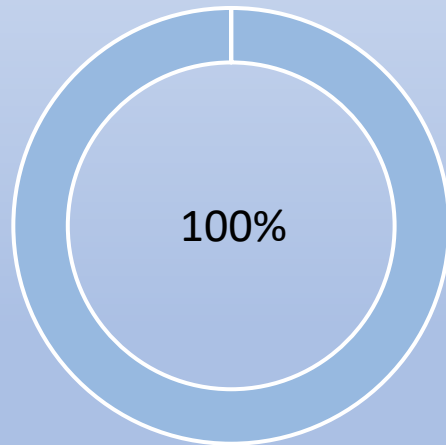
Median Gender Pay Gap



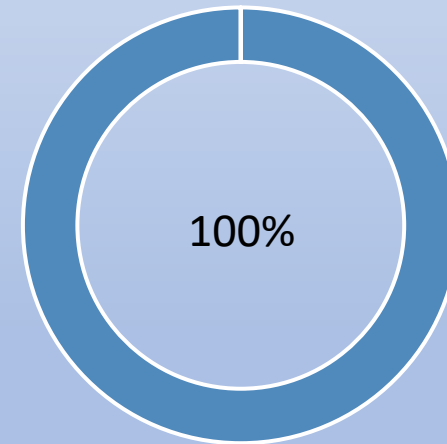
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## Proportion Paid Bonuses

**Female**



**Male**





## Role Level 2025

Role Level 2025	Male as a % of Role Level	Female as a % of Role Level
Executive/Management	50%	50%
Senior Level	40%	60%
Mid Level	52%	48%
Entry Level	21%	79%



## Conclusion

We as a company are pleased to note that, in most quartiles, the differences between male and female pay remain relatively small. While Quartile 3 shows a more notable variation this year, we recognise that this reflects the mix of roles, experience levels, and distribution of employees within that quartile.

This Gender Pay Gap report continues to serve as an important opportunity to understand our workforce profile and to ensure we remain committed to fairness, transparency, and supporting an equitable workplace for all.

We look forward to building on this progress and continuing our efforts to foster a balanced and inclusive organisation.

*Debra O'Loughlin*

Managing Director, Advant Medical