

2025 Gender Pay Gap Report

NWFE includes NWFE, SSL and NWF.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information below is based on the requirement date of 5th April 2025. At this date NWFE employed 1,253 people (33% female and 67% male)

Pay and Bonus difference between female and male

at 5th April 2025

	Mean	Median
Hourly Pay	10.7%	3.7%
Bonus	38.2%	2.8%

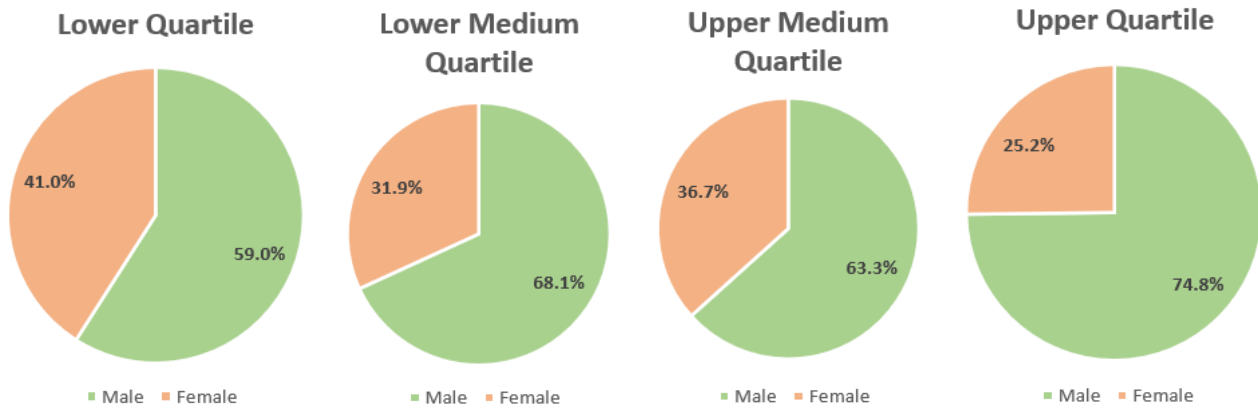
Proportion of employees receiving a bonus

In the 12 months preceding 5th April 2025

Male	Female
18.0%	16.2%

Proportion of males / females in each quartile pay band

at 5th April 2025



I confirm that the data reported is accurate

Colin Smith
Chief Executive Officer
31st December 2025