

# rotork®

Keeping the World Flowing  
for Future Generations



# Gender Pay Gap Report

2024

# UK Gender Pay Report 2024

## Rotork plc



Keeping the World Flowing  
for Future Generations

Rotork continues its commitment to develop a diverse and inclusive culture. We operate in 39 countries, and with a truly global presence we know how important it is to encourage different ideas, perspectives, and backgrounds to drive innovation and delivery of our Growth+ Strategy.

We aim to create an environment where our employees can be themselves at work, feel they belong and can deliver at their best. We strive to ensure fair and equitable treatment in the way that we work across our global business.

In line with the UK Gender Pay Gap regulations, this is our 8th Annual Gender Pay Gap Report. The document shows the gender pay data for Rotork in the UK as a whole and, as required by UK legislation, shows data for our reportable entity, Rotork Controls Ltd, that employs more than 250 people.

The gender pay data is the difference between the average hourly pay of all women compared to all men, regardless of role or level, expressed as a percentage of men's average pay. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as allowances and shift pay.

Gender Pay Gap is different to Equal Pay, which is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

### Pay difference between women and men

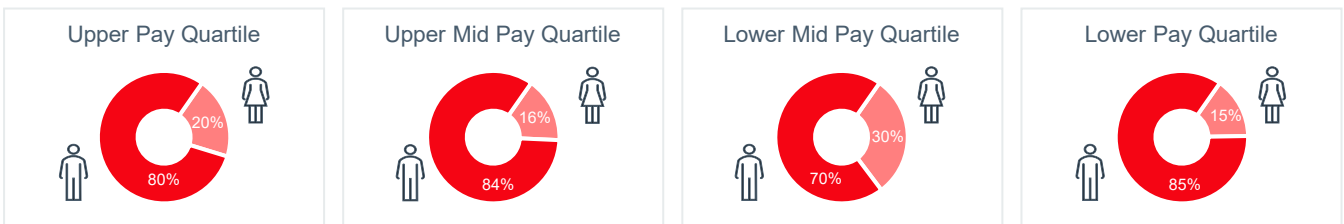
(All Rotork employees in the UK): at 5 April 2024	2024	2023	2022
Mean Gender Pay Gap across all Rotork employees in the UK	-17.6%	-3.3%	-8.3%
Median Gender Pay Gap across all Rotork employees in the UK	5.8%	7.2%	5.5%
UK's National Gender Pay Gap Source: Office of National Statistics 2024	13.1%	14.2%	14.4%

Our median pay gap has narrowed since 2023 and remains favourable against the national average of 13.1% for all employees and 7.0% for full-time employees.

This reduction can be attributed to a higher average increase for women in the 2024 annual salary review and female new starters joining the business on a higher rate than those leaving.

The change in our mean pay gap since 2023 is due to a shift in gender representation on the plc board.

### Pay quartiles across our total organisation: at 5 April 2024



Overall, **20.4%** of our colleagues in the UK are female, up from 18.7% in 2023 and 17.6% in 2022. Globally **25.0%** of our colleagues are female, which is again an increase on our reported figure of 23.7% last year and 23.0% in 2022.

### Bonus difference between women and men

in 12 months preceding 5 April 2024	2024	2023	2022
Mean Gender Bonus Gap across all Rotork employees in the UK	22.1%	16.3%	18.0%
Median Gender Bonus Gap across all Rotork employees in the UK	15.8%	38.7%	-29.9%

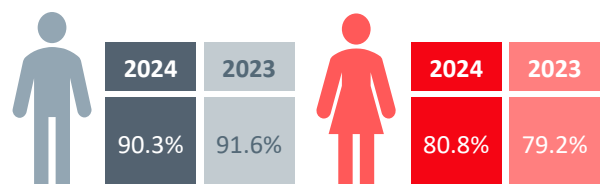
The calculation of these figures does not adjust for hours worked.

All Rotork employees are invited to participate in our global bonus scheme. This offers an inclusive and non-discriminative bonus earning opportunity but also means that we see our gender bonus pay gap fluctuate year-on-year, depending on business results.

Women represent around a fifth of our LTIP participants, as we continue to widen the scope of potential recipients by making awards based on talent and contribution and not solely with reference to job level.

### Proportion of all UK employees receiving a bonus

in 12 months preceding 5 April 2024



All employees, irrespective of role or level within the business, are eligible to participate in our global bonus scheme, after 3 months' service. Therefore, any difference between 100% and the proportion of employees receiving a bonus is determined by the number of new starters each year. The gender variance in the above figures reflects the increased number of women vs men who have joined us as part of our diversity pipeline plans.

At Rotork, we remain committed to nurturing an inclusive and respectful workplace that is attractive to a wide pool of talent and enables us to build a sustainable future and business.

Our continued focus on our positive social impact is underpinned by our values and DNA, which reinforces how we embrace diversity and difference. Our values are embedded in our business and our Code of Conduct and our Respect at Work and Equal Opportunities Policies. Our plans and approaches are governed by our Board, Nominations Committee and our Sustainability Committee.

We recognise the ongoing challenges our industry faces to build gender balance, particularly in technical roles and the need to continue to evolve our plans as we move forward.

Our Early Careers Programmes continues to deliver a diverse pipeline of talent into our business. Our published aim was that at least 50% of our cohorts are diverse (gender, ethnicity, disability, LGBTQ+) and for 2024, this was 90% - an increase from 64% as per our 2023 report.

As part of our global workforce survey, our colleagues scored Rotork 7.1 out of 10 for offering an inclusive culture.



### Building Gender Balance at Rotork

In April 2023, Dorothy Thompson was appointed as Chair to the Rotork Board. Vanessa Simms joined in 2024, which maintains our Board gender diversity ratio of 50% female as of 1<sup>st</sup> January 2025.

We are a member of the 30% Club reflecting our commitment to take action to increase gender diversity and continue our support as a partner to the Women in Engineering Society (WES).

Rotork continues to focus on sourcing female applicants for senior and technical roles. We primarily work with search firms who have signed up to the Voluntary Code of Conduct for Executive Search firms for our senior hires and use gender decoding on our recruitment adverts to remove bias.

Our approach to hybrid working for most office-based roles enables us to create a positive environment to support inclusion in our organisation.

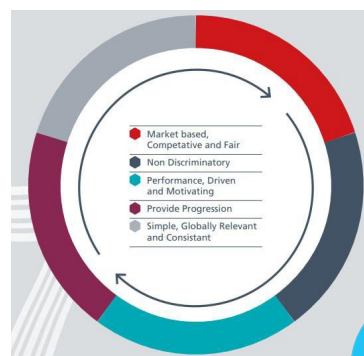
As we evolve our Diversity & Inclusion plans, we continue to build awareness around inclusion, through training, new policies and ways of working across the business.

### Rotork's Fair Pay Framework

We believe that all colleagues should be fairly & appropriately rewarded for their contribution to our business. Our Fair Pay Framework shapes our pay decisions and underpins our wider vision to reduce inequality and contribute to a fair society more broadly.

Our Framework includes a commitment to pay a real living wage where this is published globally. We continue to review how we can improve our position against any published real living wage, ensuring that we pay above these rates wherever possible.

### Our five framework areas to meet our Fair Pay goals



# UK Gender Pay Report 2024

## Ethnicity pay gap

We have published our Ethnicity Pay gap figures since 2019 as we believe this is an important measure for transparency.

### Ethnicity pay difference

	2024	2023	2022
Mean Ethnicity Pay Gap	2.4%	-13.1%	-28.1%
Median Ethnicity Pay Gap	-5.4%	3.5%	9.9%

### Ethnicity bonus difference

	2024	2023	2022
Mean Ethnicity Bonus Gap	-13.7%	-112.5%	-21.7%
Median Ethnicity Bonus Gap	22.3%	43.2%	31.1%

Our data is based on information from those who have declared their ethnicity to us either through surveys or as new starters. As the volume of this data improves (63% of UK workforce in 2024 vs 57% in 2023) our median ethnicity pay gap continues to move year-on-year and compares favourably to the last reported national average (2.3%)

Our median ethnicity bonus gap has narrowed to its smallest level since 2021.

We meet and exceed the requirements of the Parker Review for at least one ethnic minority Board member with two ethnic minority Board members. We believe broad diversity (including gender, ethnicity, disability and LGBTQ+) is important in providing role models across our organisation in totality and our Executive Committee and their direct reports are 41% diverse (2023: 40%). We review and track diversity within our talent, pay, bonus and promotion processes to ensure decisions are fair.

## Across our reportable entity

The regulations ask for data on reportable entities in the UK with more than 250 employees. Rotork plc has one such entity:

### Rotork Controls Ltd

Rotork Controls Ltd has 519 employees of whom 22% are women.

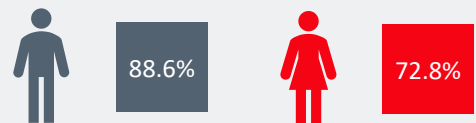
### Pay and bonus differences between women and men

at 5 April 2024

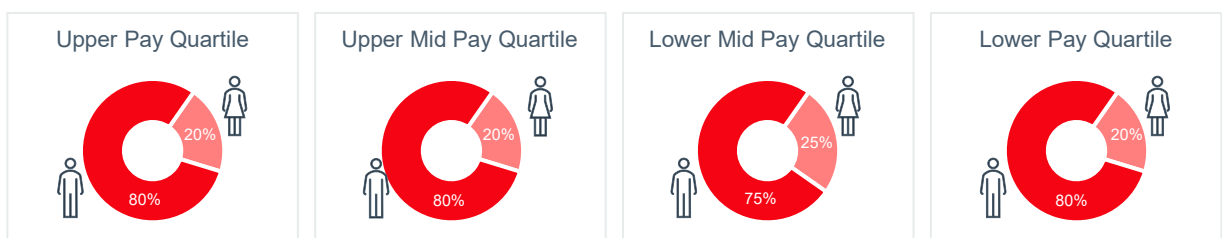
	Mean	Median
Hourly pay	-23.8%	4.4%
Bonus	22.7%	14.7%

### Proportion of employees receiving a bonus

in 12 months preceding 5 April 2024



### Pay quartiles across the reportable entity's employees: at 5 April 2024



I confirm the data reported is accurate:

Kiet Huynh, Chief Executive Officer  
24th March 2025

# rotork<sup>®</sup>

Rotork plc

Brassmill Lane, Bath, UK

tel +44 (0)1225 733200

email [mail@rotork.com](mailto:mail@rotork.com)

[rotork.com](http://rotork.com)