



NORTHERN TRANSPORTABLES

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Northern Transportables - Employer Statement (WGEA)

Reporting period: 2024–25

Northern Transportables is committed to workplace gender equality and to creating an inclusive environment where all employees have equitable access to opportunity, development, and reward.

Our gender pay gap

As part of our annual Workplace Gender Equality Agency (WGEA) reporting, we review and analyse our gender pay gap outcomes to understand progress over time and identify areas for improvement.

The gender pay gap is different from equal pay for equal work. It measures the difference in average and median earnings between women and men across the organisation. It is influenced by workforce composition, seniority levels, occupational distribution, and working arrangements rather than pay differences within the same role.

2024–25 results

Our 2024–25 WGEA results reflect the current structure of our workforce and the nature of our operations (a negative gender pay gap indicates average total remuneration is higher for women than for men):

- **Average total remuneration gender pay gap:** –11.4%
- **Median total remuneration gender pay gap:** 14.0%
- **Average base salary gender pay gap:** –1.1%
- **Median base salary gender pay gap:** 6.7%

During the reporting period, Northern Transportables employed a total of **212 individuals**. Of these, **25 were women (11.8%)** and **187 were men (88.2%)**. These figures reflect employment during the period and may not represent our current or ongoing workforce numbers.

What influences our results

Our analysis indicates our gender pay gap outcomes are primarily influenced by:

- workforce composition across operational and corporate functions
- lower representation of women in senior and higher paid roles
- part-time participation and working patterns
- hiring, promotion, and internal mobility trends.

Actions and commitments

We are taking practical and sustainable steps to strengthen gender equality outcomes, including:

- reviewing remuneration practices to support fairness, consistency and transparency
- strengthening recruitment, selection, and promotion processes to reduce bias
- supporting flexible work and inclusive role design where operationally feasible
- improving visibility of career pathways and development opportunities



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- identifying and addressing areas of significant gender imbalance through targeted initiatives.

Over the next 12 months, we will continue to implement actions under our Gender Equality Action Plan, monitor measurable progress, and report transparently on outcomes.

Governance

This statement supports transparency and accountability and has been reviewed by the executive leadership team as part of our WGEA reporting and governance processes.

Message from the Chief Operating Officer

At Northern Transportables, fair access to opportunity, recognition, and reward is fundamental to building a capable, resilient and sustainable workforce.

Our WGEA results reflect both the structure of our business and the importance of maintaining strong systems, clear policies, and ongoing leadership focus on equity and representation. We are committed to progressing this work responsibly and to reporting openly on our progress over time.

Ryan Hayter
Chief Operating Officer
17/02/2026