Agrigear Ltd. Gender Pay Gap Policy & 2026 Report

1. Introduction

Established in 1983, **Agrigear Ltd.** is an experienced wholesale tyre supplier and custom wheel manufacturer. The company is committed to fostering a fair, inclusive and equitable workplace where all employees are treated with dignity and respect and are provided with equal opportunities for recruitment, development, remuneration and career progression.

This document outlines Agrigear Ltd.'s commitment to gender equality and presents the findings of the company's **2026 Gender Pay Gap Report**.

2. 2026 Gender Pay Gap Report

The 2026 Gender Pay Gap Report is based on a snapshot date of **30 June 2026** and covers a total workforce of **78 employees**.

Workforce Composition

Category	Number of Employees	Percentage
Male Employees	63	80.77%
Female Employees	15	19.23%
Total	**78**	**100%**

Gender Pay Gap Results

Measure	Result	Explanation
Mean Hourly Remuneration Difference	**8.50%**	Female employees received higher average hourly remuneration than male employees.
Median Hourly Remuneration Difference	**2.78%**	Male employees received higher median hourly remuneration than female employees.

Analysis

The results indicate that female employees received a higher average hourly remuneration overall. However, the median remuneration figure shows a slightly higher hourly remuneration for male employees when comparing the middle earners within each group.

These outcomes reflect workforce composition and the distribution of employees across different roles, departments and levels of seniority within the organisation.

3. Workforce Composition

Agrigear Ltd. recognises that its workforce profile reflects the nature and structure of its business operations.

Key observations include:

- The workforce is predominantly male, with male employees representing the majority across all pay quartiles.
- Manufacturing and logistics functions are currently entirely male-dominated.
- Office-based roles have a mix of male and female employees.
- At Board level, the company has three female Directors and two male Directors.

Agrigear Ltd. acknowledges that factors such as departmental representation, job responsibilities, experience levels, seniority and working patterns may influence gender pay gap outcomes.

4. Equality and Fair Treatment

Agrigear Ltd. is committed to ensuring that all employment-related decisions are based on:

- Skills
- Qualifications
- Experience
- Performance
- Business requirements

The company aims to ensure that:

- Recruitment and selection processes provide equal opportunities to all applicants.
- Employees are treated fairly and consistently in relation to pay and terms and conditions of employment.
- Training and development opportunities are accessible to all employees.
- Promotion and career progression decisions are based on merit, capability and suitability for the role.
- No employee is disadvantaged on the grounds of gender.
- A respectful, inclusive and supportive working environment is maintained throughout the organisation.

5. Commitment to Improvement

Agrigear Ltd. recognises the importance of gender diversity across all areas of the business and remains committed to promoting equal opportunities for all employees. To support this commitment, the company will continue to:

- Monitor workforce composition and gender representation across all departments and levels of seniority.
- Periodically review remuneration practices to support fairness, consistency and transparency.
- Encourage greater gender diversity in traditionally male-dominated areas of the business.
- Promote equal access to recruitment, training and career development opportunities.
- Review gender pay gap results annually and identify opportunities for continuous improvement.

6. Conclusion

Agrigear Ltd. is committed to maintaining a fair, inclusive and supportive workplace where every employee has the opportunity to contribute, develop and succeed.

While the 2026 Gender Pay Gap Report highlights differences in workforce composition and remuneration outcomes, the company remains focused on promoting equality, encouraging diversity and ensuring fair employment practices throughout the organisation. The company will continue to review, monitor and improve its practices as part of its ongoing commitment to equality, inclusion and a positive working environment for all employees.

Approved by: Agrigear Ltd.
Document Title: Gender Pay Gap Policy & 2026 Report
Reporting Year: 2026
Snapshot Date: 30 June 2026
Review Date: Annually