



ASHI Group Limited
Gender Pay Gap Report & Statement
July 2025

Introduction

ASHI Group Limited operates in the UK serving the retail, public sector, & commercial markets. The Company manufactures & installs a wide range of home improvement products designed to improve the aesthetics, security, & energy efficiency of properties.

The Group has an employed workforce of approximately 1,400 people. Our Head Office & Manufacturing sites are based in Norwich & the Company also has a network of Sales & Installation Depots across the UK.

This statement is made pursuant to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 & sets out the steps Anglian Home Improvements Group Limited is taking to address the difference between the average earnings of men & women.

Results 2025

This report has been compiled in accordance with [government guidance](#).

The results below represent a snapshot as of 5th April 2025 & includes the hourly pay for period 1 in 2025/26 financial year.

Gender Pay Gap

Mean Pay Gap	21.53%
Median Pay Gap	14.6%

The above figures show the gap between the average pay of men is greater than the average pay for women with our Organisation.

The Gender Pay Gap is not about equal pay for men & women doing the same job. It is about calculating the difference in average earnings. The Gender Pay Gap looks at all jobs, all levels & all salaries within the Organisation.

The Gender Pay Gap paints a picture of the level of roles that women conduct within the organisation.

Improving gender balance & closing the Gender Pay Gap is an important part of our journey, in particular within a historically male-dominated industry sector, where our recruitment activity predominately attracts males in certain roles across the business.

Due to the growth, we have experience in a number of areas of our organisation, are predominately male dominated professions including sales and operations, has contributed to the increase of men verses women within the business, and has unfortunately, marginally adversely impacted the Gender Pay Gap.

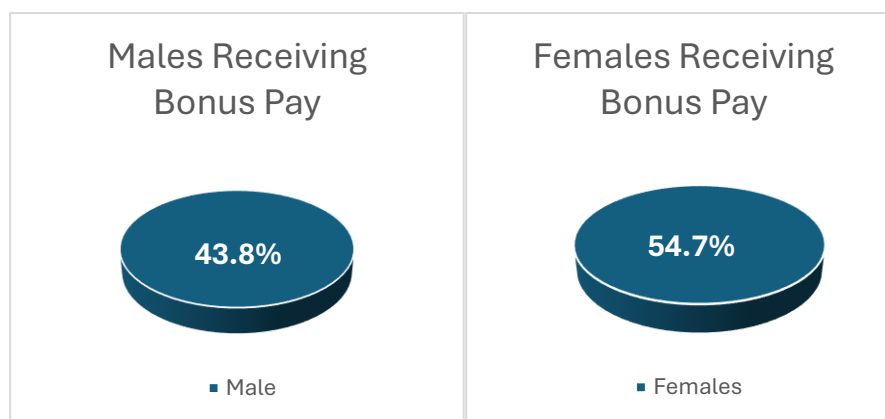
Bonus Gender Pay Gap

Bonus pay from 6th April 2024 – 5th April 2025:

Mean Bonus Gap	72.32%
Median Bonus Gap	75.10%

This calculation shows the average bonus paid to men & women & the difference in average by gender. The data indicates that we employ more men in roles that facilitate higher bonus payments.

Due to headcount growth in a number of areas of our Organisation, predominately male dominated professions including sales and operations, the increase of men verses women across the Group, has unfortunately adversely impacted the Gender Pay Gap.



The above table shows the proportion of men & women who are employed in roles receiving bonus payment.

We have seen a marginal increase in the number of women within the Group who have received a bonus, although the split is reasonable even.

Pay Quartiles by Gender

Quarter Distribution (Male / Female), as defined by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

1 st Quarter	215/129
2 nd Quarter	279/65
3 rd Quarter	276/67
4 th Quarter	304/39

This data shows the male to female split of our workforce in each pay quartile. It was established by ranking the whole workforce in order of hourly pay from lowest to highest & then dividing them into four equally sized pay quartile groups from the payroll listing, following which the proportions of men and women in each of the quartiles were calculated.

The gender split in each of the quartile bands represent our overall male and female ratio.

Actions

ASHI Group Limited acknowledges that addressing & maintaining the gender balance can be beneficial to the business.

To achieve this, we employ open recruitment practices, including widespread advertising of job vacancies. We regularly review our workforce composition & will take initiative-taking steps to ensure fair representation. Our policies, including Recruitment & Advertising, align with this commitment.

We confirm that all employees at ASHI Group Limited are paid equally for work of equal value. Regular pay audits & reviews are conducted to maintain this equality. Any identified disparities are addressed promptly & effectively.

Our analysis tells us that due to the under representation of women in our business sector which historically has been and remains a male dominated industry, is the main driver for our gender pay gap & there are no quick wins to closing the gap.

However, we are committed in continuing our drive to improve the gap further & over the next 12 months we will be looking at:

- Initiatives that assist to attract females to apply for roles within our Organisation, in particular, within under-represented roles.
- Ensuring our female workforce receive the supporting to enable them to progress into senior roles.

We view gender equality as a priority & anticipate continued progress in reducing the Gender Pay Gap. We are confident that the positive actions we are taking will contribute to improved results in the 2024/2025 reporting period.

We confirm that the information & data reported is accurate as at the snapshot date 5th April 2025.



Signed: _____

Phil Tweedie
Managing Director