

Gender Pay Gap Report

2025

Introducing Paxton's report



Paxton is on a journey to become a global market leader, with people at the heart of our aspirations. We aim to be one of the best places to work, providing environments that facilitate productivity and innovation. Our ambition is to be world-class in everything we do, from our products and services to our work environment.

At Paxton, we champion equality and celebrate the value of a diverse team. We are committed to continuous improvement and strive to be an exceptional employer for everyone. Our hiring decisions are based on merit, and we actively work to prevent reinforcing gender imbalances in tech and engineering.

We are proud of our efforts to inspire young people to pursue careers in tech and engineering and remain dedicated to driving progress.

We are making steady progress towards our long term goal of reducing the gender pay gap. We continue to look for opportunities for continuous improvements in the working environment by engaging and listening with our teams.

Nicola O'Donnell, Chief People Officer

Measuring gender pay



Our Gender Pay Gap has been calculated using the mechanisms that are set out in the Gender Pay Gap Reporting Legislation. Under these regulations the Gender Pay Gap is defined as the difference between the median and mean hourly rates of pay that men and woman receive.

The median pay gap

If we lined up all our female colleagues in order of how much they are paid (by their hourly rate) and all our male colleagues in another line, the median would be the middle person in each line. The median Gender Pay Gap is the difference in pay between the middle female hourly rate and the middle male hourly rate.

The mean pay gap

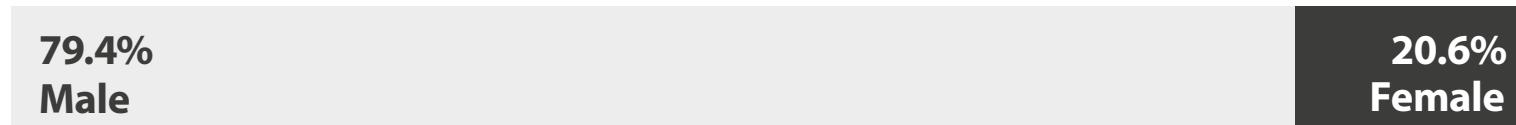
The mean pay gap shows the difference in average hourly pay for women compared to the average hourly rate of pay for men.



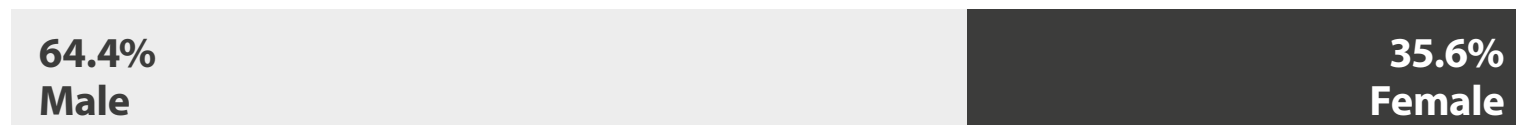
Our gender pay gap



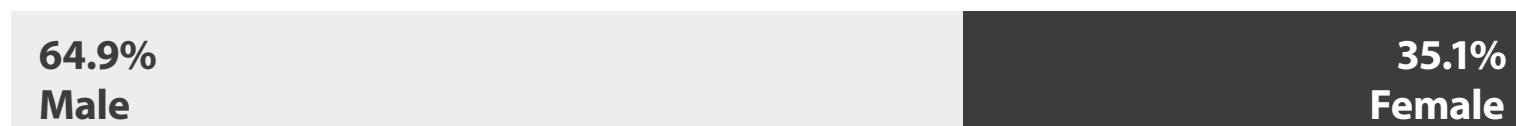
Upper quartile



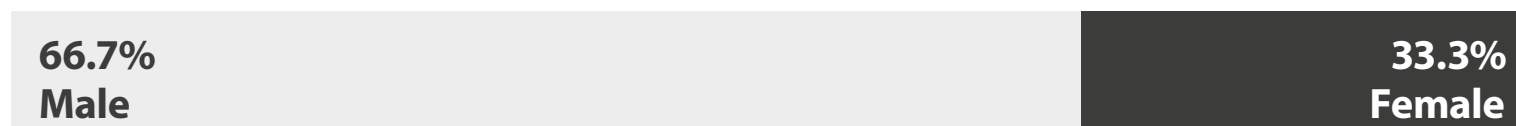
Upper middle quartile



Lower middle quartile



Lower quartile



Our 2025 Gender Pay Gap calculations are based on 298 relevant employees i.e. those who meet the reporting legislation:

Number of relevant male employees – **208 (70%)**
 Number of relevant female employees – **90 (30%)**

Mean pay gap

23.1%

Median pay gap

14.4%

144 (69%) male employees receive a bonus

44 (48%) female employees receive a bonus

Mean bonus gap

42%

Median bonus gap

25%

Closing the gap

This year we saw positive movement in our gender pay gap across all areas with the exception of our bonus gap.

The number of females included in the report increased slightly but is still fairly consistent with previous years.

As a company, we are continuously exploring new ways to foster an inclusive and supportive environment for all our employees. We are confident our ongoing long term strategy will not only contribute to reducing the gap but also create a stronger, more equitable workplace for everyone.

We are currently renovating our Brighton office, we will be introducing a dedicated, private space for colleagues returning from maternity leave. Designed with comfort and dignity in mind, the room will provide refrigeration facilities, a sanitising station, and calming features such as a speaker for relaxing music and comfortable seating.



**Hannah
Project Manager**

Paxton have been great in facilitating my flexible working requests and helping me to adapt my working schedule to enable me to be present in both my work life and home life.

**Chris & Gem
Paxton family**

With the flexibility offered by Paxton, we have more time for our children. We are able to complete the school runs and be there for them in the afternoons, enabling them to attend clubs. Without this arrangement, it is unlikely that both of us would have remained in employment while our children are in primary school.



**Eloise
OPEX Manager**

Returning to a new role straight after maternity leave couldn't have been easier. My manager and coworkers were very supportive as I readjusted to working life, allowing me to focus on settling my son into nursery. Flexible working hours also helped make mornings far less stressful.

In my first year back, I've been given fantastic development opportunities, including an unexpected promotion. I feel supported, trusted, and able to balance both my work and family life without compromising the quality of either.



What we do



Sunday Times Best Places to work



Flexible working and competitive salaries



Enhanced maternity and generous paternity leave



Training and personal development for all



EDI group



Community outreach



Menopause support



Mentoring



Benefits

Inspiring the future

Mentoring - Dare to Dream

Since 2021, we've partnered with a local charity to connect with schools in the Brighton and Eastbourne area. In collaboration with the schools, we aim to introduce students to our industry and inspire them from a young age - whether that means pursuing a future in the field or gaining valuable professional and career insights.

Our employees consistently share how rewarding the experience is and the personal growth they gain from it.

We also invite students to our premises, allowing them to see first-hand the range of opportunities available in our industry. By broadening their perspectives, we hope to ignite a passion that encourages them to consider a career in the technology industry.



Steve Mentor

Taking part in the Dare to Dream programme was an absolute pleasure. Having children of a similar age to the mentees, I understood their challenges. Seeing the students' confidence grow was heart-warming, and it felt a privilege to play even a small part in their journey.

Ruby Mentor

The programme showed me how many young people are quietly navigating challenges and need someone simply to listen without judgement.

Being able to offer a level of guidance I wish I'd had at that age not only helped them but also healed parts of my own inner child. It's genuinely rewarding to know you can make even the smallest positive impact.



Kate Mentor

Being part of the Dare to Dream programme and seeing the journey these students go on is so rewarding. When they start, some of them can barely look you in the eye and lack confidence and communication skills but by the end they all stand up and speak to the group which is such a joy to see.

What a brilliant opportunity it is to change the lives of these amazing young people.

Our people

Investing in our leaders

As a business, we believe that to sustain our success and continue to evolve, we need to consistently invest in our leaders.

We remain committed to our Management Development Programme and are actively exploring additional opportunities to strengthen the capabilities of our leadership teams.

As part of this programme, we provide interview training, job description guidance, and a range of recruitment and selection tools designed to enhance both the breadth of talent and diversity we attract.

By developing our leaders, we empower them to strengthen the skills, confidence, and performance of their teams.

Internal events and groups

We believe that variety is key, and one of the most meaningful ways we can promote a diverse and inclusive workforce is through regular internal events. These events create opportunities for learning, celebration, and connection across the Paxton workforce. Themes throughout the year include:

- International Women's Day
- International Men's Day
- Mental Health Awareness Week
- Earth Day
- Pride
- Charity events and fundraising initiatives

Giving a voice to our employees is incredibly important to us. We have several employee-led groups which play a key role in enhancing the employee experience and strengthen our well-connected culture. Our core groups include:

- Charity Committee
- The Green Team
- Equality, Diversity, and Inclusion Group



Luke Software Engineer

After returning to work from paternity leave, it became incredibly important for me to establish a routine that balanced my professional responsibilities with my family life. Paxton supported me through this transition, helping me create a working arrangement that allowed me to continue advancing my career while also being present for my family and actively involved in my son's life.

Kerri Support Team Leader

Since my dad has been diagnosed with vascular dementia and Alzheimer's, the medical and care appointments he needs to attend have increased, many of which are during the working day.

With the support of Paxton, I can attend these appointments with him. This gives me the peace of mind that I can continue to support my dad.



Corinna Facilities Coordinator

My youngest daughter struggles severely with her mental health. The support offered by Paxton means I can take time away from work when she needs me.

Paid dependency days help alleviate the financial worry of not being at work which, in my experience, is such a unique thing for a company to offer. My manager and team have been so supportive, trying their best to ease the pressures and take the time to check on me. It shows me that wellbeing is highly valued at Paxton, and I can put myself and my family first.

Thank you

www.paxton-access.com