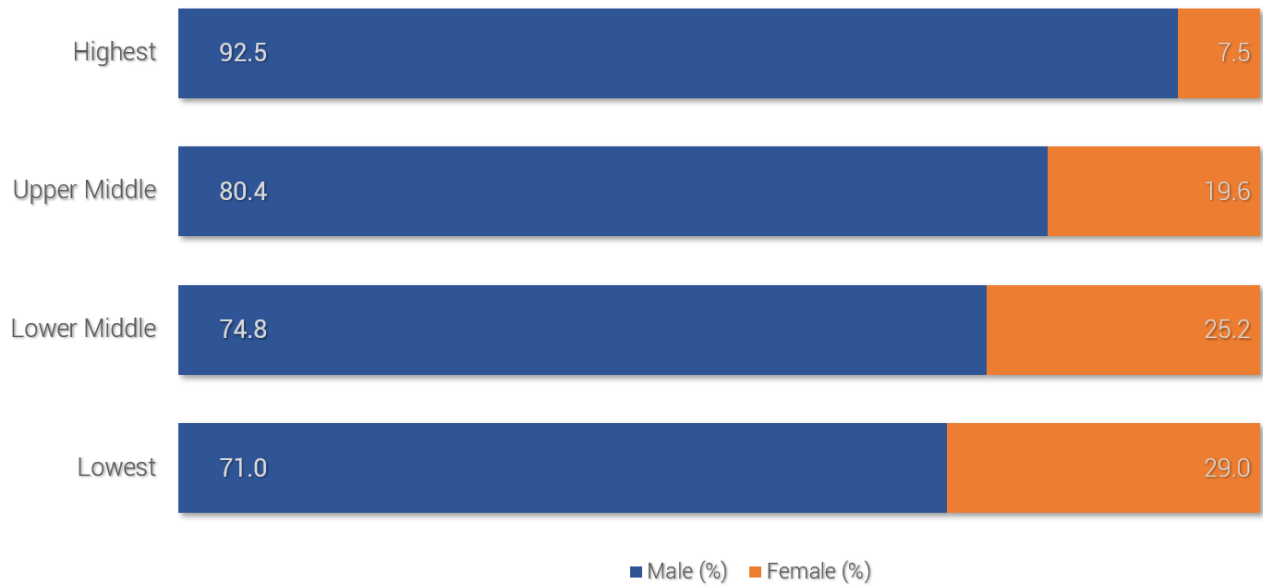




## NIFCO UK Ltd. 2024 Gender Pay Gap Report

Nifco UK Ltd is committed to providing an inclusive workplace, which rewards everyone fairly for their contribution, regardless of background, race or ethnicity, with men and women paid equally for equivalent roles across the business. Our Gender pay gap reporting is influenced by some roles where we employ a large number of people, but our aim is to provide opportunities for all colleagues to develop their full potential.

### Pay Quartiles



### Pay Gap

The mean pay gap based on hourly rates of pay for the 'pay period' including the 5<sup>th</sup> April 2024 is:  
**15.8%**

All UK companies with over 250 employees must provide information about remuneration of employees by gender. Based on data for the 12 month period to 15 April 2024 All UK Companies with over 250 employees.