

# Gender pay gap statement



**Prefect Controls Limited is a business with a clear purpose and core values of honesty, transparency, authenticity and trust. We are proud of our diverse talent and believe in attracting and retaining individuals that can bring new ideas. We are cognisant of our progression being driven by our people.**

Our business employs fewer than 250 people and therefore is not required to publish and report specific figures about gender pay gap.

However, we have a clear company policy to not differentiate between genders regarding pay.

We have also taken steps to improve engagement and retention of talent including the promotion of our policies such as flexible working and shared parental leave, which benefit all, and enhancement of our maternity package for our female employees. Development of content and access to our learning and training offering will also aid the development of our diverse talent.

We will evaluate the impact and effectiveness these actions have on our gender pay gap over the coming year.

Glen Golding  
Managing Director