

Gender Pay Gap Statement 2025

Introduction

As an employer of over 250 employees, this statement sets out the required information about our gender pay gap as it stood at 5 April 2025.

GENDER PAY GAP INFORMATION 2025				
Hourly rates to pay				
Mean hourly rate of pay: percentage difference between male/female employees				21%
Median hourly rate of pay: percentage difference between male/female employees				21%
Bonus pay				
Mean bonus pay: percentage difference between male/female employees				67%
Median bonus pay: percentage difference between male/female employees				33%
Percentage of employees paid bonus pay	Male	87%	Female	93%
Proportions of male and female employees				
Quartile	Male		Female	
Lower Quartile	37%		63%	
Lower Middle Quartile	44%		56%	
Upper Middle Quartile	65%		35%	
Upper Quartile	65%		35%	

Statement

As a company, Nova Laboratories pays Individuals doing the same job role, and with the same level of experience and ability, the same pay rate, irrespective of their gender. Some sections of the business are dominated by one gender purely as a result of applicants and the national demographic. The mix of pay between genders is therefore solely dependent on who applies for which job roles within the business, and who is the best candidate.

Karen Leishman
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