

METROL

Gender Pay Gap Report

Date: 5 April 2025

Published: 2026

Year 1 Report

Metrol Technology Limited

Metrol is an Aberdeen-based technology company specialising in downhole wireless systems for the global oil and gas industry.

www.metrol.co.uk

Introduction

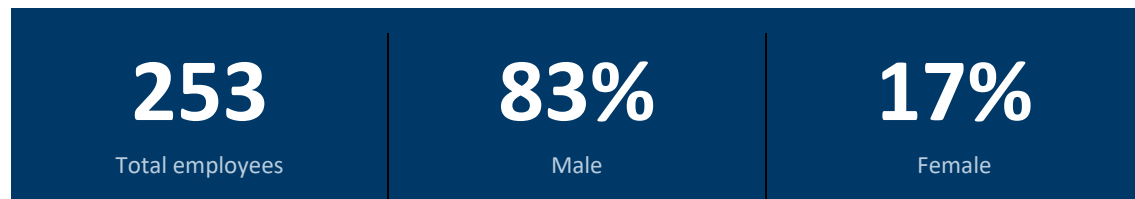
This is Metrol Technology Limited's first Gender Pay Gap Report, prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations require all UK employers with 250 or more employees to publish annual data on the pay differences between men and women.

The gender pay gap is not the same as equal pay. Equal pay is a separate legal obligation — it concerns pay for the same or equivalent work. The gender pay gap is a broader measure: it reflects how men and women are distributed across different roles, levels, and pay bands across the whole organisation.

Our results reflect the shape of our industry. Metrol operates in disciplines — downhole engineering, electronics, software, and field operations — that have historically drawn far more men than women. That imbalance predates us. It also explains most of what this report shows.

Our Workforce

On 5 April 2025 our reportable workforce comprised 253 employees. Of these, 210 were male (83%) and 43 were female (17%).



This is not unusual for a company of our profile. The pipeline into technical roles in our sector is imbalanced well before it reaches us — at universities, apprenticeships, and industry entry points. That does not make the numbers less significant. It does help explain them.

Ordinary Pay Gap

The ordinary pay gap compares the mean (average) and median (middle) hourly rates of pay for men and women across the entire organisation.



Women's mean hourly rate is 22.0% lower than men's. Women's median hourly rate is 18.0% lower. In plain terms: for every £1 earned per hour by the average male employee, the average female employee earns approximately 78p (mean) or 82p (median).

These gaps are driven by where men and women sit in the organisation — not by pay differences for the same roles. Men make up the large majority of senior engineering, R&D, and leadership positions that carry the highest rates of pay. Women are more heavily represented in administration, finance, and support functions. Until that distribution changes, the gap will persist.

Pay Distribution by Quartile

To understand where men and women sit across the pay range, we divide the workforce into four equal groups ranked from highest to lowest pay. The table below shows the proportion of men and women in each quartile.

Pay Quartile	Male	Female
Upper (highest paid)	88.9%	11.1%
Upper Middle	92.2%	7.8%
Lower Middle	76.2%	23.8%
Lower (lowest paid)	74.6%	25.4%

Women make up just 11.1% of the upper quartile and 7.8% of the upper middle. The pattern is consistent across the data: the higher the pay band, the fewer women. That is the structural problem this report is describing.

Bonus Pay Gap

The bonus pay gap compares mean and median bonus payments received by men and women during the 12 months preceding the snapshot date.



The bonus gap reflects the same structural pattern as the ordinary pay gap. Senior and specialist roles — which are more heavily male — attract larger discretionary bonus awards. This is not a separate problem from the ordinary pay gap; it is the same problem measured differently.

Proportion of Employees Receiving a Bonus

We also report the proportion of men and women who received a bonus payment during the relevant period.

Gender	Received a Bonus
Men	99.5%
Women	97.4%

This tells us something useful: our bonus programme reaches broadly across the organisation, not just to senior roles.

Understanding the Gap

Three structural factors account for most of what the numbers show. First, 83% of our workforce is male — a direct consequence of operating in disciplines that have historically attracted very few women. Second, men hold a disproportionately high share of our senior and specialist roles. That creates an upward pull on the male average that has nothing to do with unequal pay for the same work, and everything to do with who holds which positions. Third, the pool of women with the technical qualifications our most senior roles require is genuinely narrow — not as an excuse, but as a reality that shapes what any employer in our sector can achieve.

What We Are Doing

We are not in a position to close this gap quickly, some of the structural causes sit beyond any single employer's control. What we can do is ensure our own culture and practices do not make it worse.

In practice, that means two things we already do and intend to keep doing. Flexible working is genuinely available across Metrol — not just in administrative roles — and we are committed to maintaining that. Return-to-work support after parental leave is taken seriously here, with a focus on ensuring that time away does not mean falling behind.

These are not programmes. They are how we operate.

We will report again next year.

Declaration

I confirm that the information reported is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:  _____

Date: 01 April 2026