



VIZION NETWORK LIMITED

GENDER PAY GAP FIGURES

APRIL 2025



In line with our regulatory reporting requirements, Vizion Network Ltd is required to publish its Gender Pay Gap results. The information below sets out our gender pay gap position as at 5 April 2025.

The Gender Pay Gap measures the difference in average pay between men and women across the organisation, irrespective of their role, seniority or level of responsibility. It is important to note that the Gender Pay Gap is not a measure of equal pay, which relates to whether men and women are paid equally for performing the same or equivalent work.

At the reporting date, Vizion Network Ltd employed 307 colleagues across its two sites in Hull and Wellingborough. Its workforce was evenly split by gender, with women representing 50% of our employees and men representing 50%.



MEAN

The average pay difference between groups (e.g. men and women), calculated by dividing the total hourly pay of each group by the number of employees in that group.

This measure includes all eligible employees, but results can be skewed by outliers like high earners.



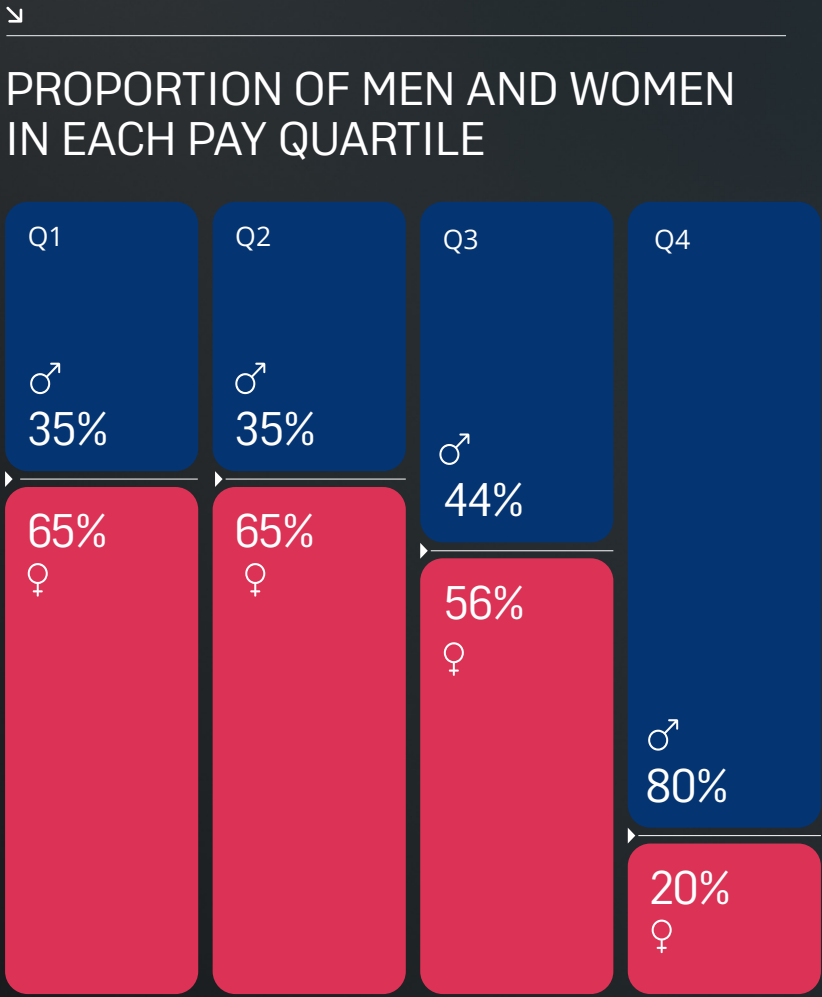
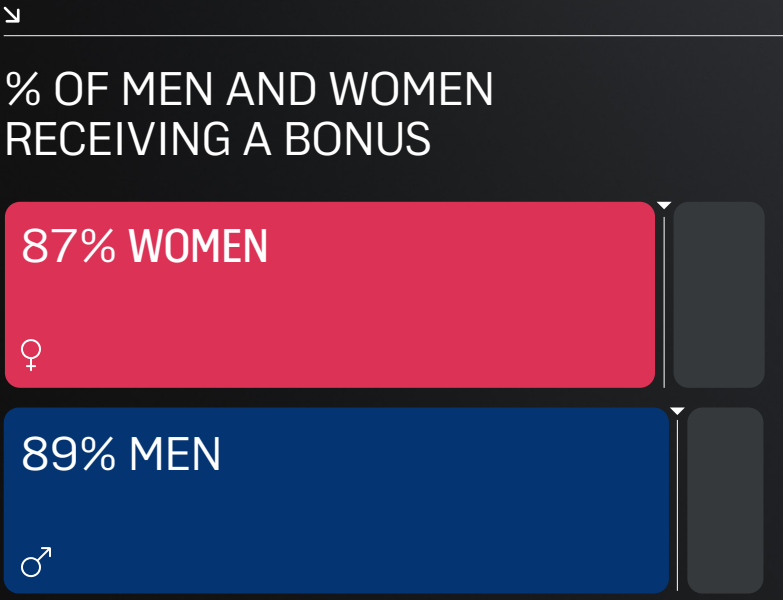
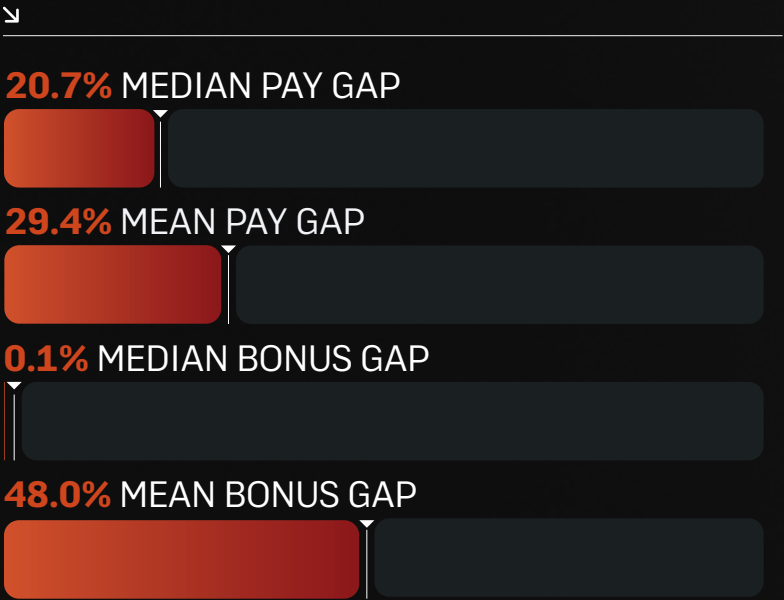
MEDIAN

The median pay gap compares the middle earner in each group (e.g. men vs. women), showing the difference between typical earnings.

Unlike the mean, the median isn't affected by high earners, but it doesn't show the full pay range. Using both helps give a clearer picture.

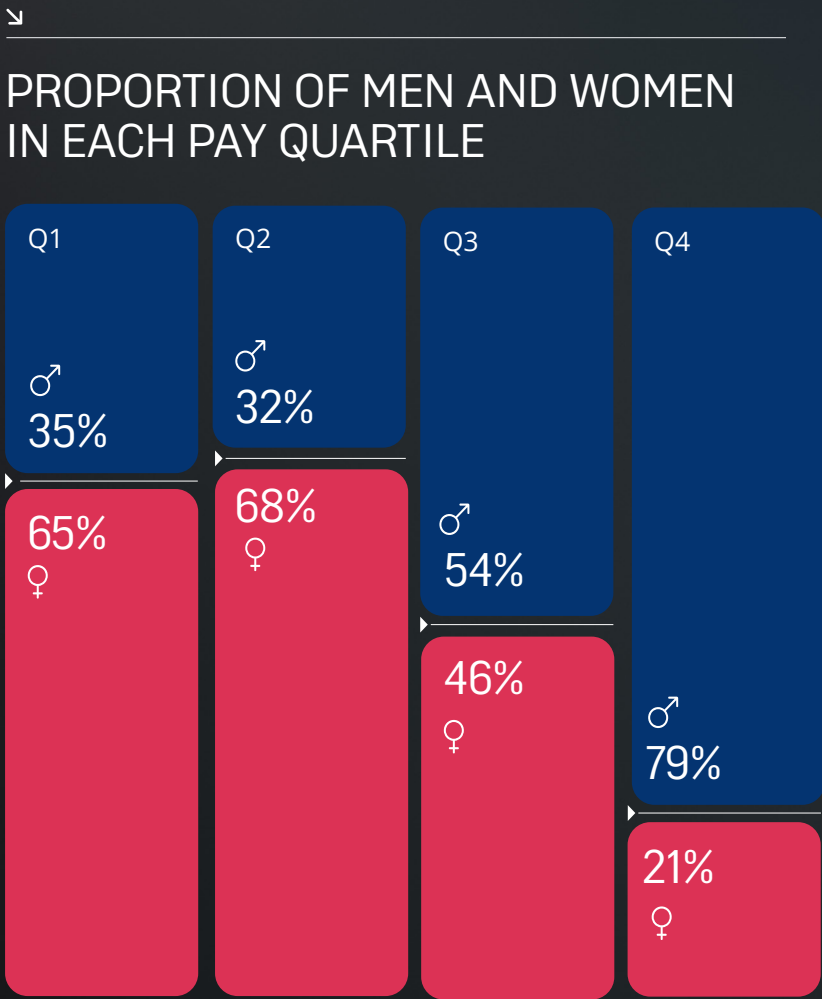
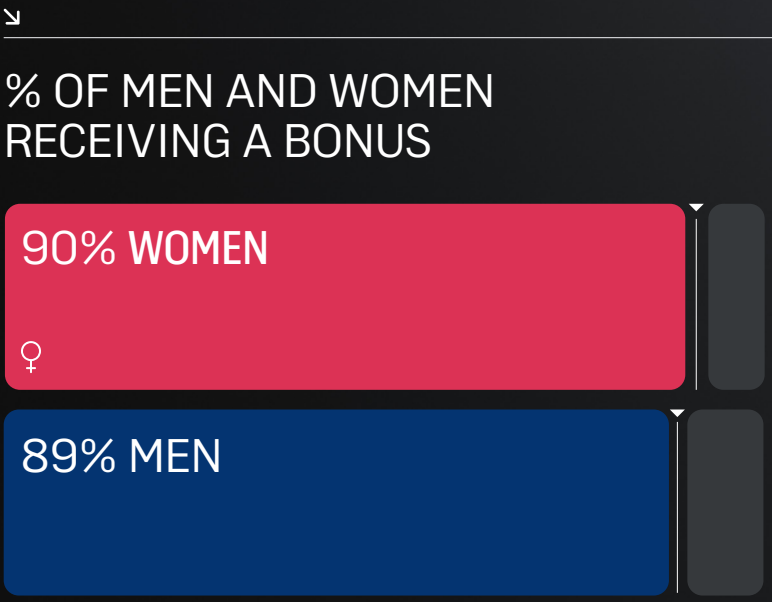
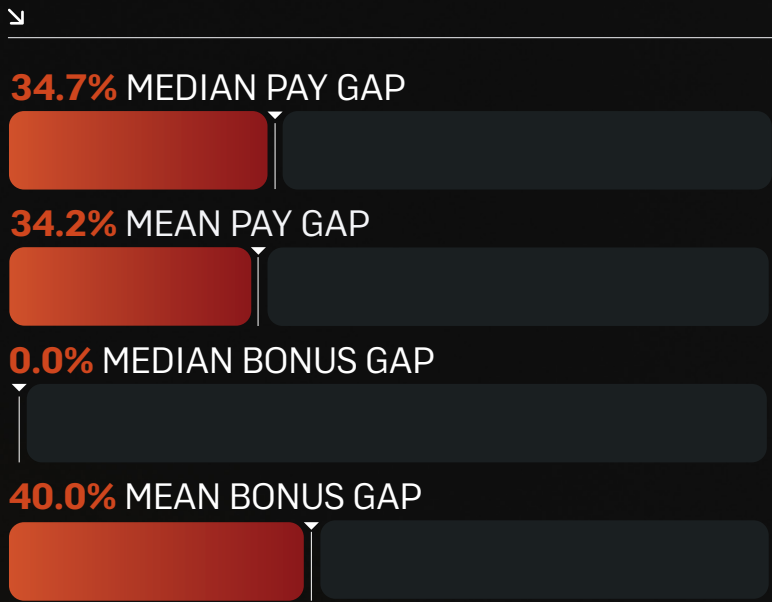


MEAN V'S MEDIAN 2024





MEAN V'S MEDIAN 2025





I confirm that the information contained in
this report is accurate.

Signed 

Name: Mike Bourke
Finance Director

