

SMT GB Gender Pay Gap Report 2025/26

Our Commitment

At SMT GB, our purpose is to Foster Communities. We do this by building strong relationships and connections with our people, partners, customers and the wider communities in which we operate. Our values of Caring, Daring and Sharing guide the decisions we make and help shape our culture.

Our commitment to Diversity, Equity and Inclusion remains a key part of our people strategy. Gender pay gap reporting provides an important opportunity to understand our workforce demographics, monitor progress and focus our efforts on creating a more inclusive organisation.

As of the reporting date, SMT GB employed 483 employees across the UK.

Our Results

For 2025/26, SMT GB's mean gender pay gap is 11.31%, while the median gender pay gap is 6.72%. The median pay gap remains significantly lower than the mean pay gap, indicating that our overall result is influenced by a relatively small number of higher-paid roles that continue to be predominantly occupied by men.

What Is Driving Our Gender Pay Gap?

Like many businesses operating within the construction, engineering and heavy equipment sectors, SMT GB continues to experience a gender imbalance across certain occupational groups. The primary factor influencing our gender pay gap is the underrepresentation of women in engineering, technical and senior leadership positions, which typically attract higher rates of pay.

Pay Quartiles

Women are represented across all pay quartiles; however, female representation remains lower within the upper pay quartile, which continues to be the largest contributor to the overall gender pay gap.

Bonus Pay Gap

Women's mean bonus pay was 77.58% lower than men's, while the median bonus gap was 0%. Additionally, 74.47% of women received a bonus compared with 46.90% of men. The mean bonus gap is largely attributable to a small number of senior and commission-based roles with higher bonus opportunities.

Looking Forward

SMT GB remains committed to creating an inclusive workplace where everyone has the opportunity to develop and succeed. We will continue reviewing recruitment practices, supporting career development, monitoring pay and reward practices, and encouraging greater diversity across traditionally underrepresented areas of the business.

Pay Quartiles

Quartile	Male	Female
Lower Quartile	79.67%	20.33%
Lower Middle Quartile	74.80%	25.20%
Upper Middle Quartile	85.37%	14.63%
Upper Quartile	84.55%	15.45%