

Introduction

Service Graphics Ltd encompassing the brands of Service Graphics and Octink, are committed to developing a diverse and gender balanced workforce, not simply because it's the right thing to do, but because we believe creating a welcoming and inclusive environment will make us a better business and support our mission to provide an exceptional service to our customers. Our Senior Leadership Team are continually ensuring we reinvigorate our workforce, and everyone works in a collaborative environment.

Gender pay gap report

This report details the gender pay gap reporting requirements which form part of the Equality Act 2010 (Gender Pay Gap information) regulations 2017. The regulations came into effect in April 2017, with the requirement that entities with over 250 employees publish information on their gender pay metrics.

The measure of gender pay reflects the difference between the average earnings of men and women across a business, irrespective of the roles they perform and remuneration they subsequently receive. It is key to note that gender pay, and equal pay are two separate metrics, as equal pay is reflective of paying male and females differently for performing the same role, similar job or work of equal value within a business.

The Company fully supports the goals and objectives of the Regulations in increasing transparency regarding gender pay across our business and the wider industry. Service Graphics Ltd is committed to reporting annually on the Gender Pay Gap and implementing measures to improve gender pay equity, reinforcing our commitment to a fair and inclusive workplace.

The 2025 report provides a snapshot of the gender balance within the Company as of 5 April 2025 and includes:

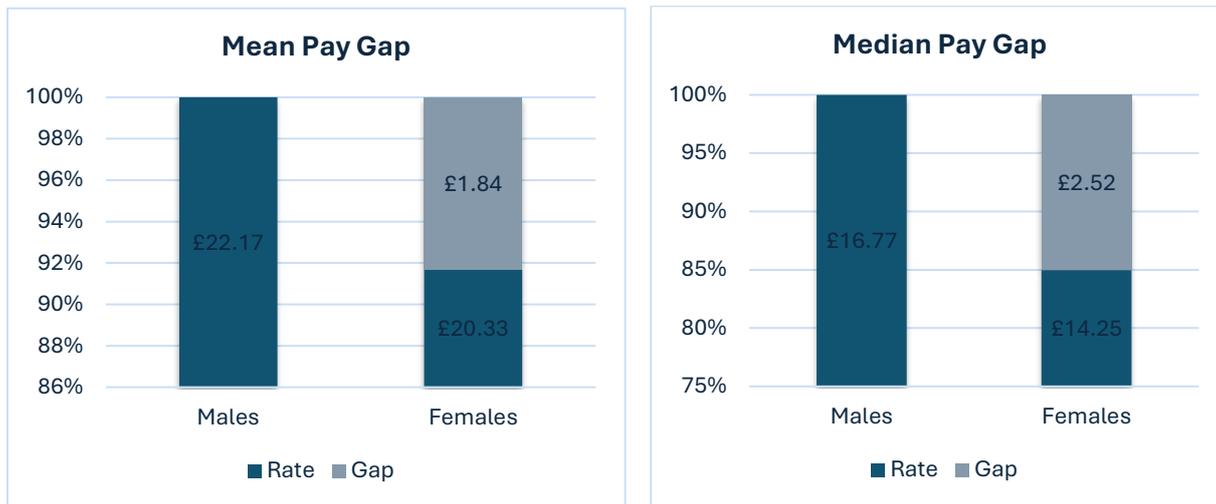
1. The difference in the mean and median pay of male and female employees
2. The difference in mean and median bonus pay of male and female employees
3. The proportions of male and female employees who were paid a bonus in the previous year
4. The numbers of male and female employees employed in quartile pay bands

The gender pay gap differs from equal pay. Equal pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Our data

The following results have been taken from the snapshot date of 5 April 2025.

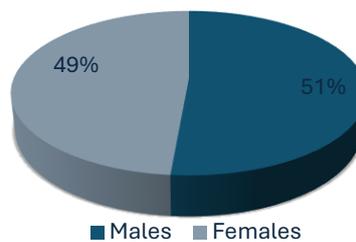
Hourly pay gap



*For the purposes of Gender Pay Gap reporting, pay is expressed as an hourly rate and is calculated considering ordinary pay and the weekly working hours for relevant employees.

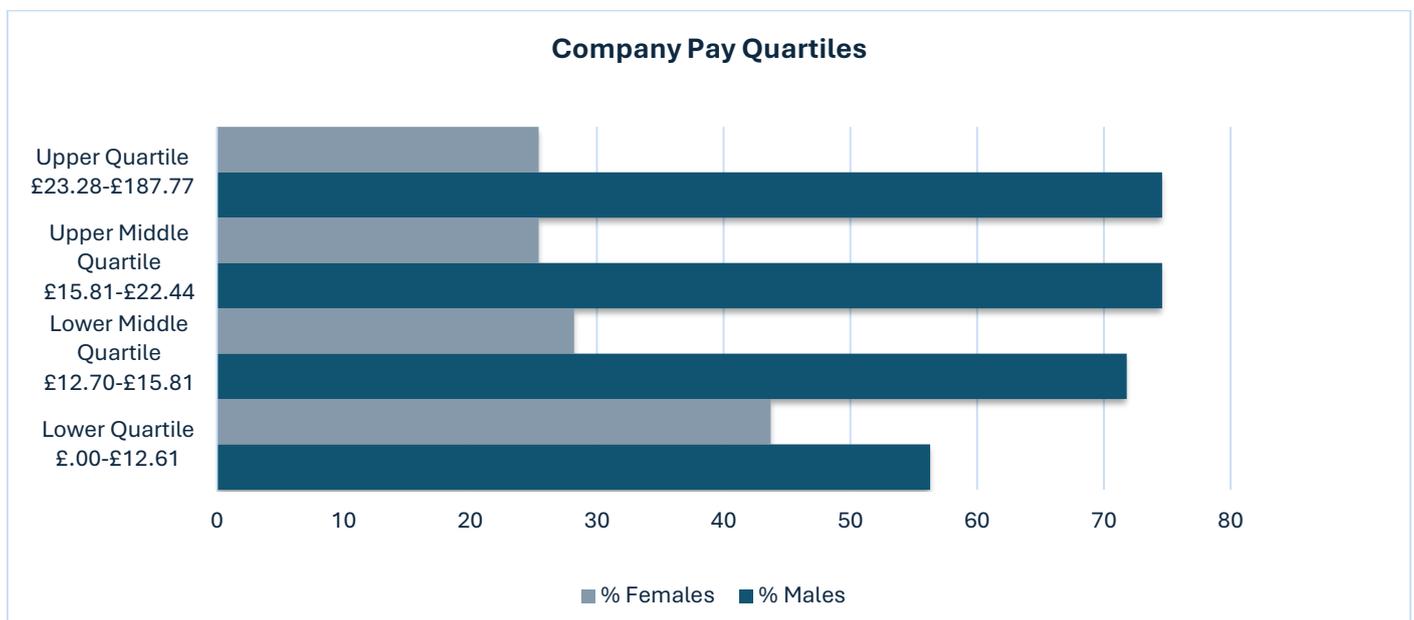
Bonus pay gap

Our data shows the ratio of who received a bonus by males and females from the snapshot date of 5 April 2025.



Pay quartiles

The following chart shows the proportion of males and females in each pay quartile as of the snapshot date of 5 April 2025.



Our Commitment

Service Graphics' commitment to equity isn't static - it's active, evolving, and embedded in how we operate every day. We are focused on creating an environment where every colleague has a fair and transparent opportunity to succeed, and where respect and inclusion are non-negotiable.

Over the past year, we have continued to strengthen our approach to hiring and progression, placing greater emphasis on consistency, transparency, and equitable decision-making. Alongside this, we regularly review our roles, pay structures, and career pathways to ensure they remain fair, clearly understood, and reflective of the diverse talent across our organisation. We have also enhanced our maternity and paternity leave policies, reinforcing our commitment to supporting colleagues at critical moments in their lives and careers.

We recognise the reality of the sectors we operate in - many of which are traditionally industrial and male-dominated - and the structural challenges that come with that. Rather than accepting this as a given, we are intentionally investing in learning, development, and targeted initiatives that support the attraction, development, and progression of women across the business. This long-term focus is critical to sustainably narrowing our gender pay gap.

We know there is more to do. But we are clear on the role we play and the responsibility we hold. By continuing to challenge ourselves, invest in our people, and take deliberate action, we are building a workplace where everyone can thrive - and where lasting, meaningful progress is made.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Signed - Laura Rafferty, Head of HR & Payroll, Service Graphics Ltd