



Gender pay gap report

31 March 2026



Part of the NDA group



A warm welcome to the Sellafield Ltd gender pay gap report

Here at Sellafield Ltd we have our own story to tell - whether it's progress in narrowing the gap, challenges due to workforce composition, or innovative programmes that support women in the workplace. This report is here to help tell that story clearly and confidently, while reinforcing our collective ambition to reduce and ultimately close the gender pay gap across Sellafield Ltd and the NDA group.

What is a gender pay gap?

A gender pay gap is the difference in the pay of all men and women in a workforce. This report shows our gap on a mean (average when you add up all male and all female pay and divide by the number of values) and median (mid-point when all male and all female pay is listed in numerical order) basis.

Gender pay is different to equal pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

Sellafield Ltd's gender pay gap:

Closing the gender pay gap is a long-term journey, and we are determined to drive meaningful change that benefits our people and strengthens our organisation. The 2025 Gender Pay Gap report shows encouraging progress on that journey, with both median and mean pay gaps reducing significantly compared to last year.

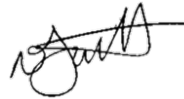
This improvement reflects the positive impact of actions taken including continued efforts to attract and develop female talent.

We are pleased to see the median pay gap fall to 14.10%. The mean pay gap has also fallen to 11.71%, the lowest since reporting began. This demonstrates that our long-term strategy of recruiting women into early career routes is starting to deliver results as more progress through our pay structure.

Representation of women in the upper pay quartile has also increased to 20%, which is an important milestone. We remain focused on addressing structural barriers to progression for women into senior roles.

We will also maintain our commitment to transparency and ensure that future changes to pay and reward structures are assessed for their impact on gender equality.

I, Nicole Westcott, Chief People Officer, confirm the data for this publication is based on the April 2025 payroll, and payroll data for the period 6th April 2024 to 5th April 2025. I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the information in this statement is accurate.



Nicole Westcott
25 March 2026

Part of the NDA group



Sellafield Ltd gender pay gap data and long-term trends

| | | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | 2025 | |
|---|---|----------------------------|--------|----------------------------|--------|----------------------------|--------|----------------------------|--------|----------------------------|--------|------------------------------|--------|
| 1 | Mean Gender Pay Gap | 13.61% | | 12.66% | | 12.28% | | 12.67% | | 13.56% | | 11.71% | |
| 2 | Median Gender Pay Gap | 11.52% | | 11.22% | | 11.32% | | 13.65% | | 19.62% | | 14.10% | |
| 3 | Mean Gender Bonus Gap | 19.95% | | 14.67% | | 13.57% | | 12.17% | | 11.73% | | 12.16% | |
| 4 | Median Gender Bonus Gap | 0% | | 0% | | 0% | | 0% | | 0% | | 1.81% | |
| 5 | Proportion of each gender receiving bonus | 96.9% male 95.5% female | | 97.0% male 95.2% female | | 94.7% male 92.6% female | | 92.5% male 88.4% female | | 91.3% male 85.6% female | | 88.97% male 84.66% female | |
| 6 | Gender as proportion of pay quartiles: | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| | Upper | 84% | 16% | 84% | 16% | 82% | 18% | 82% | 18% | 81% | 19% | 80% | 20% |
| | Upper Middle | 82% | 18% | 81% | 19% | 80% | 20% | 81% | 19% | 80% | 20% | 78% | 22% |
| | Lower Middle | 71% | 29% | 71% | 29% | 68% | 32% | 63% | 37% | 60% | 40% | 59% | 41% |
| | Lower | 54% | 46% | 54% | 46% | 55% | 45% | 55% | 45% | 53% | 47% | 55% | 45% |
| | Total distribution | 73% | 27% | 72% | 28% | 71% | 29% | 70% | 30% | 68% | 32% | 68% | 32% |

Part of the NDA group

