

Gender Pay Gap Statement

Introduction

James Burrell are committed to treating all employees fairly and equally regardless of their gender, ethnicity or any protected characteristic. Both men and women are paid equally within the company doing like-for-like roles. We have a duty to report our gender pay gap. This statement covers the 12-month period ending 5th April 2024.

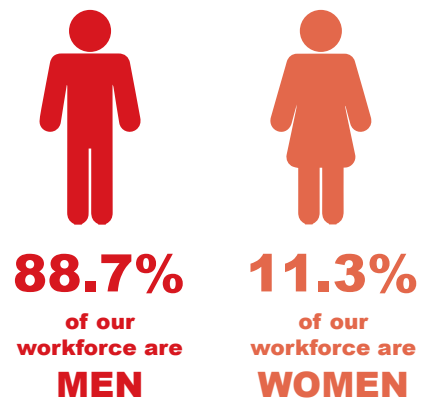
It is important to note that the gender pay gap is not the same as equal pay:

- Equal pay is women being paid the same as men in like-for-like roles.
- The gender pay gap looks at the difference in average earnings of men against the average earnings of women across the company as a whole, regardless of their roles or seniority. As such even a company like James Burrell, who pays equal pay, can have a gender pay gap because we have more men working for the company and therefore have more men in senior roles.

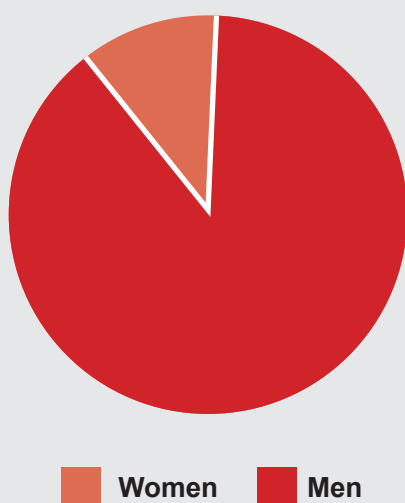
Report

Historically the construction sector, including builders' merchants, has not generally been seen as a sector with a wide employment appeal for women. It is for this reason that there is a much higher number of men working for the company than women.

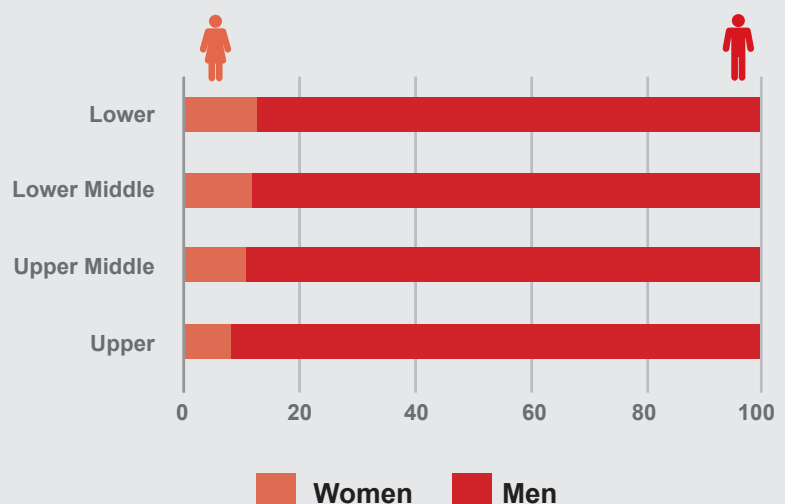
At the snapshot date of 5th April 2024 our workforce was made up with 88.7% men and 11.3% women. Women were employed at all levels.



Gender Composition



Percentage of men and women in each hourly pay quarter



Mean and Median average gender pay gap for hourly pay

8.4%

The mean average
pay gap

3.6%

The median average
pay gap

The median is significantly lower than the national average of 13.1%

Percentage of men and women receiving bonus pay

14.3% of men received a bonus compared to **21.2%** women. The median gender pay gap for bonus was 0% meaning the median average was equal between men and women.

We are actively looking to attract more women. In recent years the number of women in our employment has increased and this includes those working at a senior level. This is something which we will continue to focus on and encourage.

Robert Richardson

Robert Richardson
Director