



# GENDER PAY GAP REPORT

Robert Price (Builders' Merchants) Ltd



# OUR GENDER PAY GAP DATA

This "Gender Pay Gap Report" shows our pay gap data as at: 5<sup>th</sup> April 2025.

It is calculated using the pay data from **285** full-pay relevant employees.

As in the previous year we have a negative difference in both mean and median hourly pay between males and female employees.



## Mean Hourly Pay Gap Difference

2025

-1.56%

2024

-0.21%



## Median Hourly Pay Gap Difference

-13.95%

-5.53%

## GENDER POPULATION BY PAY QUARTILE

2025

■ Male ■ Female



2024

■ Male ■ Female



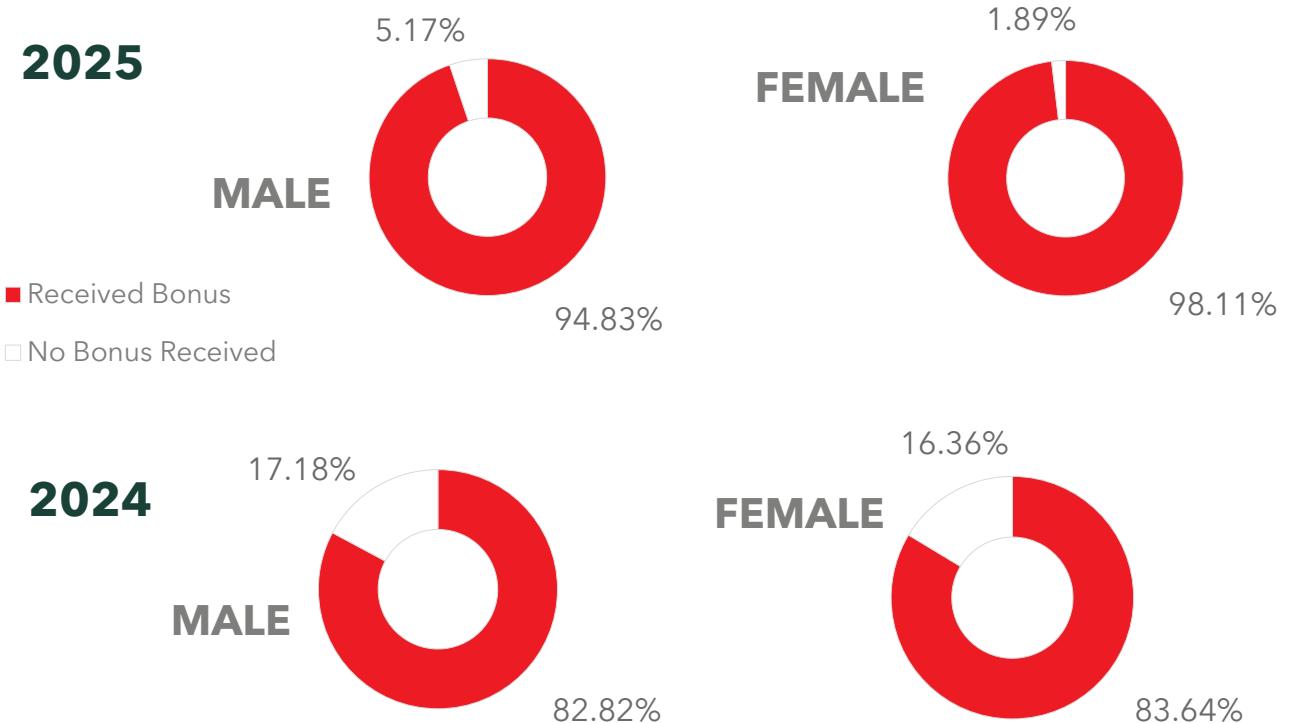
# OUR GENDER BONUS GAP DATA

This "Gender Bonus Gap Report" shows our bonus pay gap data as at: 5<sup>th</sup> April 2025.

It is calculated using the pay data from **285** full-pay relevant employees.

All permanent employees have the opportunity to earn a bonus. Bonus pay is linked to performance in role, as well as overall branch performance.

	2025	2024
 <b>Mean Bonus Pay Gap Difference</b>	<b>34.56%</b>	<b>31.82%</b>
 <b>Median Bonus Pay Gap Difference</b>	<b>8.30%</b>	<b>0.00%</b>



# NOTES & GUIDANCE

## What is the Gender Pay Gap?

The gender pay gap refers to the difference in average pay between men and women within an organization, regardless of their job roles. In the UK, businesses with 250 or more employees are required by law to report their gender pay gap data. While both the gender pay gap and equal pay address pay inequality, they are distinct concepts. Equal pay ensures that men and women doing the same job, or jobs of equal value, receive the same pay. On the other hand, the gender pay gap looks at the overall disparity in average earnings between men and women in a company, which can be influenced by the distribution of men and women across different levels of seniority.

## What data do we measure?

### Mean Hourly / Bonus Average Pay Gap

The mean pay gap / mean bonus gap measures the difference between the average hourly pay / bonus pay of women and men.

### Median Hourly / Bonus Average Pay Gap

The median pay gap / median bonus gap represents the middle point of the pay range, with each gender group ranked from highest to lowest pay.

### Pay Quartiles

Pay quartiles divide employees into four equal groups based on hourly pay, from highest to lowest.

### Results

If the percentage is negative, it indicates that men earn less than women, or receive smaller bonuses. A positive percentage means that women earn less than men or receive smaller bonuses. A zero percentage indicates equal pay or bonuses between men and women within the organisation.



Financial Director: Matthew Binmore

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