

# Brett Landscaping and Building Products

# **GENDER PAY GAP REPORT**

## 2024

Businesses that have over 250 employees are required to publish an annual Gender Pay Gap Report. The Gender Pay Gap is expressed as a snapshot of pay in April 2023 and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2022 and 5 April 2023.

The data does not seek to measure legally required pay equality between men and women in the same roles.

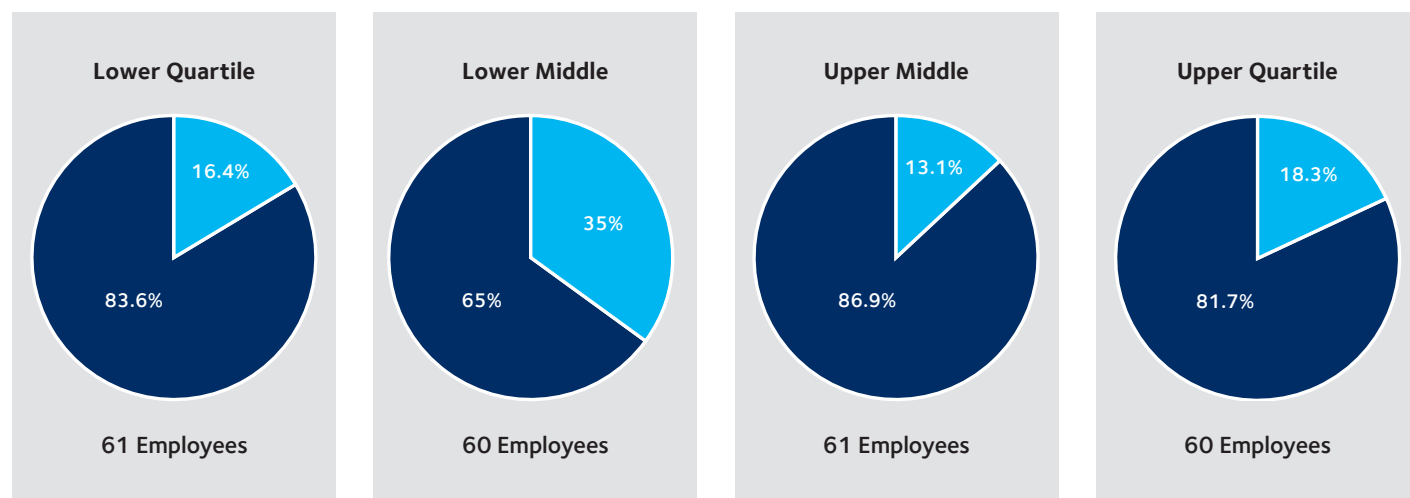


# GENDER PAY GAP

## In figures

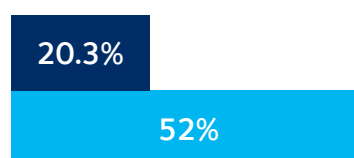
The pay quartiles show the percentage of women and men employed in each of the 4 pay bands within our business.

Men Women



Mean Gender Pay Gap	3.5%
Median Gender Pay Gap	7.7%
Mean Bonus Gender Pay Gap	75.7%
Median Bonus Gender Pay Gap	28.9%

Proportion of employees receiving a bonus during the period of 12 months ending 5th April 2023



### Gender Pay Gap

The Mean hourly pay of women was 3.5% lower than that of men and the Median pay of women was 7.7% lower than that of men.

### Bonus Gender Pay Gap

A higher proportion of women within the business received bonuses, this is because only very few production roles in Brett Landscaping and Building Products receive performance related pay.

However, Mean and Median bonuses for women receiving a bonus were 75.7% lower and 28.9% lower respectively than for men receiving a bonus. This is due to more men being employed in the most senior roles within the business.

### Glossary

Average calculations:

**The Mean** - Average determined by adding up all values and then dividing by the number of values. **The Median** - A figure determined by selecting the middle value in a list of ascending or descending numbers. **Pay quartiles** - Taking the whole pay bands for a business and dividing it by four.