

# Brett Aggregates

# **GENDER PAY GAP REPORT**

## 2025

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 (employees in receipt of full pay) in April 2024, and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2023 and 5 April 2024.

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

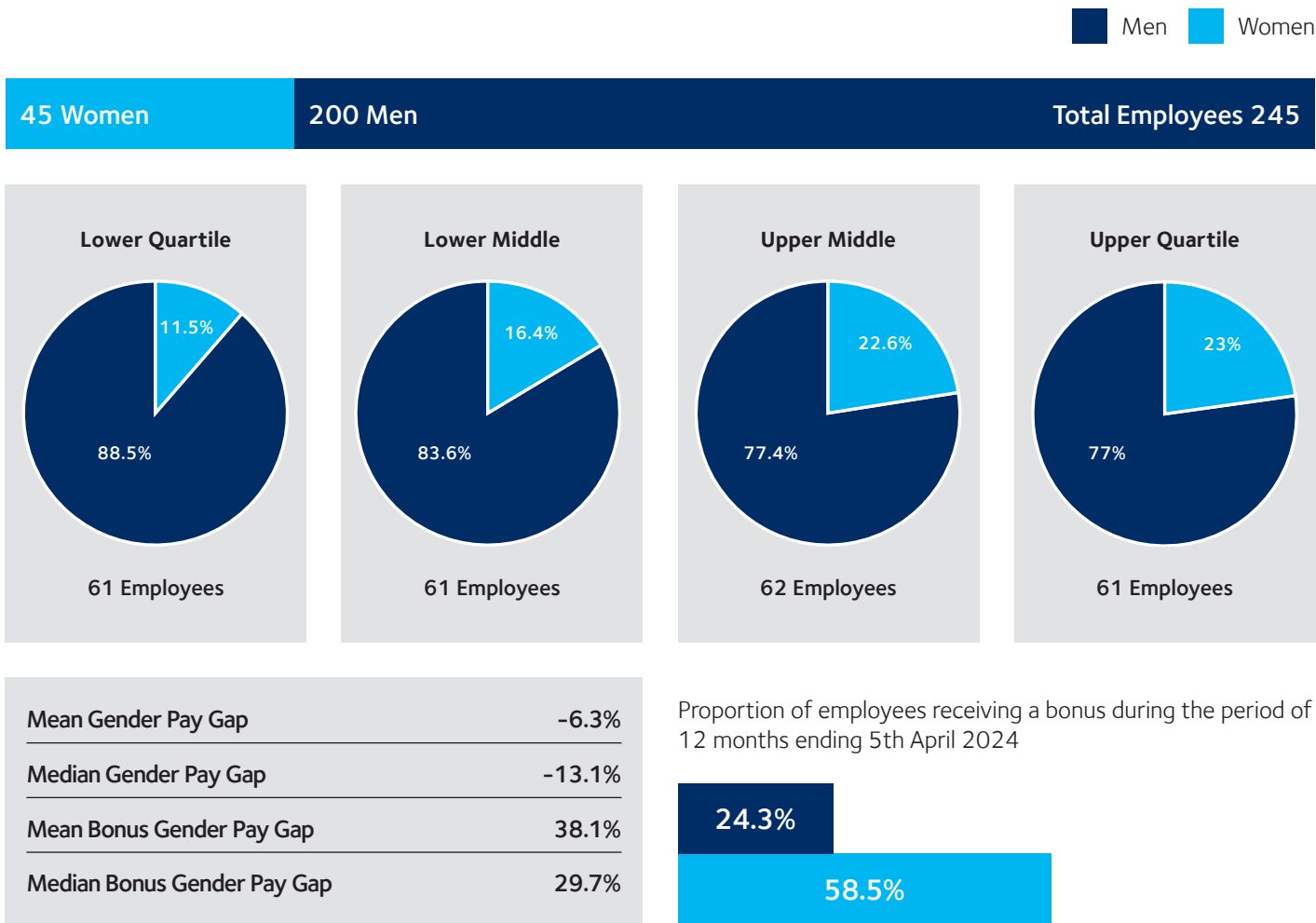


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# GENDER PAY GAP

In figures

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



## Gender Pay Gap

The Mean hourly pay of women was 6.3% higher than that of men and the Median pay of women was 13.1% higher than that of men.

This is due to the higher proportion of management and administration roles performed by women, meaning they have a higher representation in the upper and upper middle quartiles and this results in the average pay being higher.

### 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.

## Bonus Gender Pay Gap

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

However, Mean and Median bonuses for women receiving a bonus were 38.1% and 29.7% lower respectively than for men receiving a bonus. This is due to more men being employed in the most senior roles within the business.