

# Brett Landscaping and Building Products

# **GENDER PAY GAP REPORT**

## 2022

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 2021 and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2020 and 5 April 2021.

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

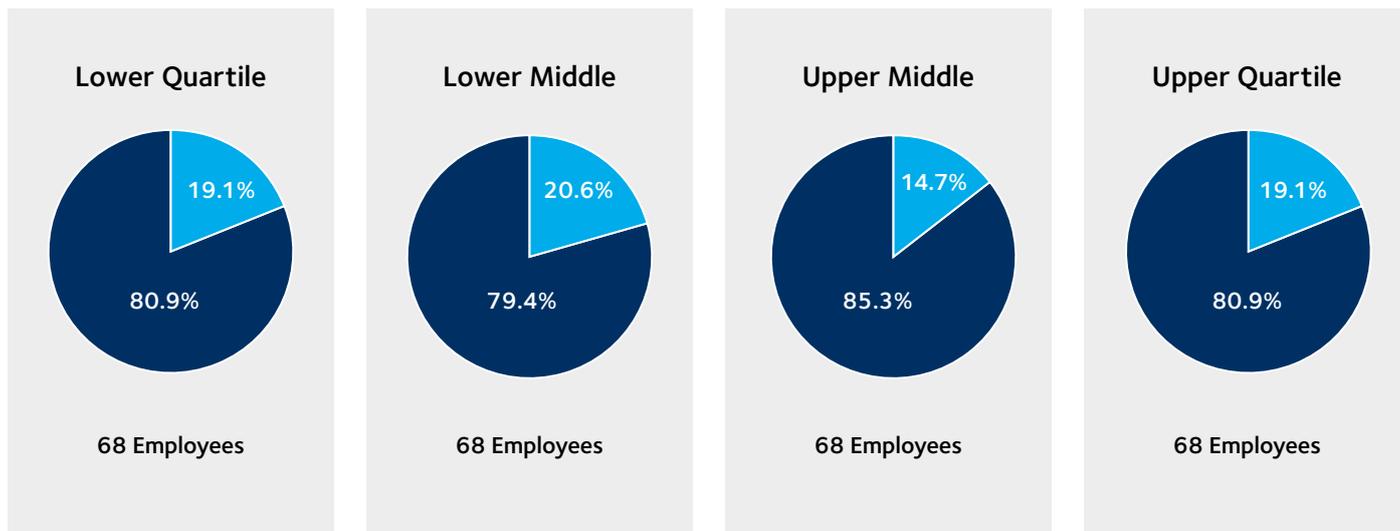


# GENDER PAY GAP

## 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	-2.1%
Median Gender Pay Gap	1.6%

### 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.

### Gender Pay Gap

The Mean hourly pay of women was 2.1% higher than that of men and the Median pay of women was 1.6% lower than that of men.

### Bonus Gender Pay Gap

As a result of the pandemic, lockdown and the temporary closures in our business and resultant furloughed employees, employees did not receive a bonus during the period of 12 months ending 5th April 2021.