

Brett Landscaping and Building Products

GENDER PAY GAP REPORT

2023

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 2022 and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2021 and 5 April 2022.

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

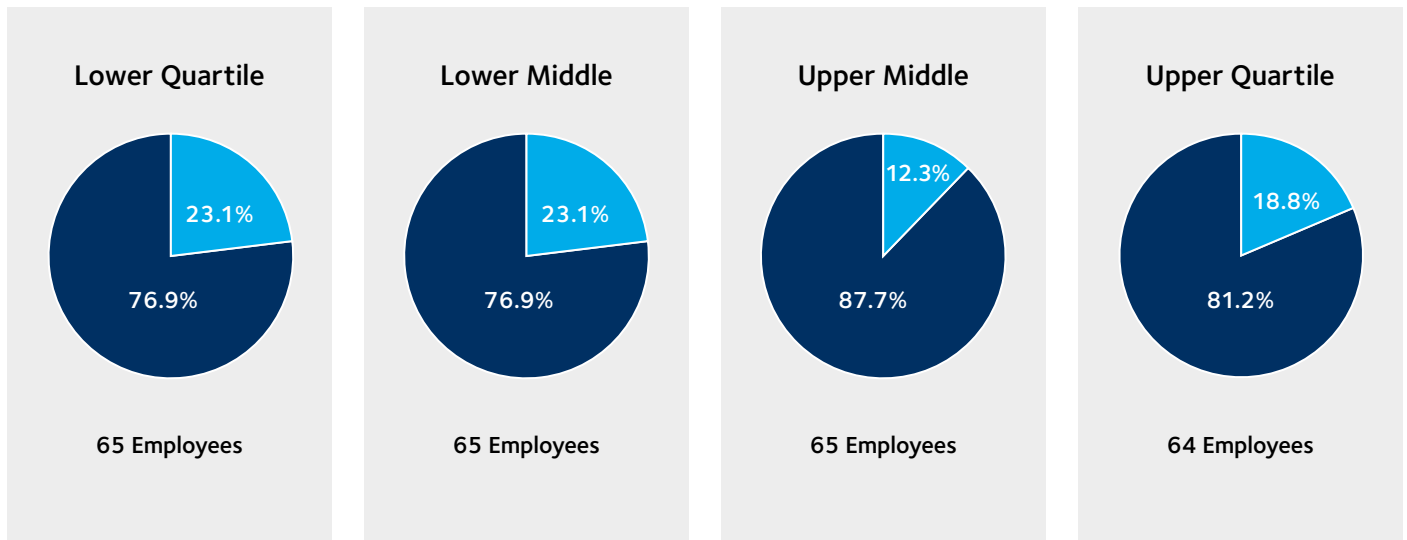


GENDER PAY GAP

In figures

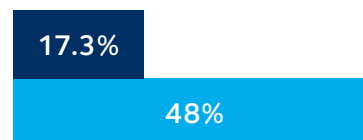
The pay quartiles show the percentage of women and men employed in each of the 4 pay bands within our business.

Men Women



Mean Gender Pay Gap	0.8%
Median Gender Pay Gap	6.8%
Mean Bonus Gender Pay Gap	30.7%
Median Bonus Gender Pay Gap	54.6%

Proportion of employees receiving a bonus during the period of 12 months ending 5th April 2022.



Gender Pay Gap

The Mean hourly pay of women was 0.8% lower than that of men and the Median pay of women was 6.8% 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 30.7% lower and 54.6% 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.