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GENDER PAY GAP REPORT
BROWN & MASON | 2025

From 2017 onwards, any UK organisation employing more than 250 employees are required to report their gender pay gap. Gender pay gap is the difference in average earnings of the men and women with the Company. The “snapshot” for the data is the 5th April 2025 and the figures contained in the report below represent data taken as at that date and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The legislation requires that prepare specific calculations that will highlight any difference between the average earnings of men and women in our organisation.

STATISTIC	PERCENTAGE
Mean Gender Pay Gap	4.3%
Median Gender Pay Gap	13.7%
Mean Gender Bonus Gap	30.8%
Median Gender Bonus Gap	80.0%
Proportion of Male Employees Receiving a Bonus	6.8%
Proportion of Female Employees Receiving a Bonus	9.1%

PAY QUARTILES BY GENDER

QUARTILE	FEMALE	MALE
Lower Quartile	22%	78%
Lower Middle Quartile	14%	86%
Upper Middle Quartile	5%	95%
Upper Quartile	11%	89%

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SUMMARY

Based on the 'Annual Survey of Hours and Earnings 2025' by ONS the national gender pay gap for all employees is **13.4%** and the median is **12.8%**.

We can use the results from our calculations to assess any level of gender equality in our workplace and review the balance of male and female employees at different levels within the organisation.

There has been an improvement in our statistics year on year, however, there is still a gender imbalance in our working population. The gender pay gap has arisen as a result of the roles that men and women work and the level of pay these roles attract within our industry.

Demolition has historically been a male dominated sector, only **13%** of our employees are female. A high percentage of our female workforce are employed in support functions. The proportion of women applying for operational roles is extremely small and **85%** of our workforce is employed for the operational side of the business.

Looking at the bonus pay gap, the mean shows that men receive **30.8%** higher bonus payment than females, however, **9.1%** of our female workforce receive a bonus compared to **6.8%** of men.

Brown and Mason have a clear policy of paying employees equally for the same or equivalent work regardless of their gender. We recruit based on which candidate is better suited for the role by qualification and experience regardless of gender.

We are committed to promoting gender diversity across all areas of our workforce with a view to achieve a better gender representation.

I confirm that our data has been calculation in accordance with the requirements of the Equity Act 2010(Gender Pay Gap Information) Regulations 2017.



Anita Morris
Director

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