

DAVIDSONS DEVELOPMENTS LIMITED

GENDER PAY GAP REPORT

April 2020

As an employer with a workforce of over 250 employees on 5th April 2020, Davidsons must comply with statutory provisions to publish and report specific figures about our gender pay gap. We have calculated the relevant figures for Davidsons, set out below, using the mechanisms that are set out in the gender pay gap reporting legislation.

1. **Mean Gender Pay Gap**
Male mean hourly rate of pay is 25.01% higher than female rate of pay
2. **Median Gender Pay Gap**
Male median hourly rate of pay is 28.94% higher than female rate of pay
3. **Mean Bonus Gender Pay Gap**
Male mean bonus is 37.41% lower than female mean bonus
4. **Median Bonus Gender Pay Gap**
Male median bonus is 6.78% higher than female median bonus
5. **Proportion of Males & Females Receiving a Bonus**

	Male	Female
	73.7%	86.4%
6. **Quartile Salary Range Banding**

	Male	Female
Upper Quartile	75.7%	24.3%
Upper Middle Quartile	74.3%	25.7%
Lower Middle Quartile	67.6%	32.4%
Lower Quartile	36.0%	64.0%

The data shown is based upon a snapshot date which is not truly representative of the actual way we remunerate members of staff given different contractual circumstances and remuneration payment dates. Whilst as a business we currently employ less women than men we are confident that both men and women are paid equally for performing equivalent roles across our business.

I confirm the data reported is accurate.

CHRISTIAN O'CONNELL

FINANCE DIRECTOR

1st October 2021