

**DAVIDSONS DEVELOPMENTS LIMITED**

**GENDER PAY GAP REPORT**

**April 2022**

As an employer with a workforce of over 250 employees on 5<sup>th</sup> April 2022, 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 18.25% higher than female rate of pay
2. **Median Gender Pay Gap**  
Male median hourly rate of pay is 14.13% higher than female rate of pay
3. **Mean Bonus Gender Pay Gap**  
Male mean bonus is 18.51% higher than female mean bonus
4. **Median Bonus Gender Pay Gap**  
Male median bonus is 20% higher than female median bonus
5. **Proportion of Males & Females Receiving a Bonus**

	<b>Male</b>	<b>Female</b>
	64.98%	84.07%
6. **Quartile Salary Range Banding**

	<b>Male</b>	<b>Female</b>
Upper Quartile	75.9%	24.1%
Upper Middle Quartile	73.6%	26.4%
Lower Middle Quartile	70.1%	29.9%
Lower Quartile	51.7%	48.3%

Whilst there continues to be an improvement year on year in the mean and median pay figures, the construction industry traditionally employs more men than women, as reflected in the data above.

The snapshot of remuneration data in this format is not truly representative of actual pay due to differing contracts and payment dates (for e.g. bonus and commission).

We are comfortable that our analysis of the pay rates across Davidsons where men and women perform similar/same roles the difference in mean and median pay is negligible.

Davidsons are committed to fairness and equality and are working to ensure equal participation of men and women at all levels with equal access to recognition, reward and career progression opportunities.

I confirm the data reported is accurate.



**FRAN BEET**  
**GROUP HUMAN RESOURCES DIRECTOR**  
**30th March 2023**