

DAVIDSONS DEVELOPMENTS LIMITED

GENDER PAY GAP REPORT April 2023

As an employer with a workforce of over 250 employees on 5th April 2023, 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 22.89% higher than female rate of pay.

2. **Median Gender Pay Gap**

Male median hourly rate of pay is 20.46% higher than female rate of pay.

3. **Mean Bonus Gender Pay Gap**

Female mean bonus is 13.05% higher than male mean bonus.

4. **Median Bonus Gender Pay Gap**

Male median bonus is 40.81% higher than female median bonus.

5. **Proportion of Males & Females Receiving a Bonus**

Male	Female
70.67%	89.90%

6. **Quartile Salary Range Banding**

	Male	Female
Upper Quartile	78.9%	21.1%
Upper Middle Quartile	66.3%	33.8%
Lower Middle Quartile	71.6%	28.4%
Lower Quartile	54.5%	45.5%

Whilst there continues to be an improvement year on year in the 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). In fact the figures show that the mean bonus pay favoured female employees, partly as a larger percentage of females received a bonus over their male colleagues.

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 HR DIRECTOR

2nd APRIL 2024