

DAVIDSONS DEVELOPMENTS LIMITED

GENDER PAY GAP REPORT

April 2024

As an employer with a workforce of over 250 employees on 5th April 2024, 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 23.29% higher than female rate of pay.
2. **Median Gender Pay Gap**
Male median hourly rate of pay is 21.71% higher than female rate of pay.
3. **Mean Bonus Gender Pay Gap**
Male mean bonus is 44.76% higher than female mean bonus.
4. **Median Bonus Gender Pay Gap**
Male median bonus is 65% higher than female median bonus.
5. **Proportion of Males & Females Receiving a Bonus**

	Male	Female
	68.06%	90%
6. **Quartile Salary Range Banding**

	Male	Female
Upper Quartile	83.6%	16.4%
Upper Middle Quartile	58.9%	41.1%
Lower Middle Quartile	68.5%	31.5%
Lower Quartile	50.7%	49.3%

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).

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

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