

Introduction

James Burrell are committed to treating all employees fairly and equally regardless of their gender, ethnicity or any protected characteristic. Both men and women are paid equally within the company doing like-for-like roles. We have a duty to report our gender pay gap. This statement covers the 12-month period ending 5th April 2025.

It is important to note that the gender pay gap is not the same as equal pay:

- Equal pay is women being paid the same as men in like-for-like roles.
- The gender pay gap looks at the difference in average earnings of men against the average earnings of women across the company as a whole, regardless of their roles or seniority. As such even a company like James Burrell, who pays equal pay, can have a gender pay gap because we have more men working for the company and therefore have more men in senior roles.

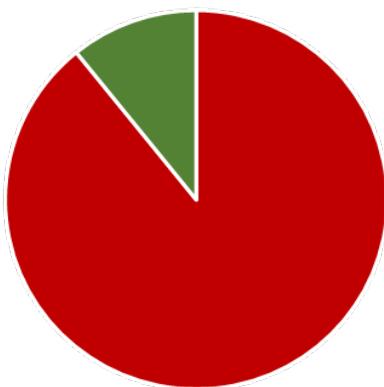
Report

Historically the construction sector, including builders' merchants, has not generally been seen as a sector with a wide employment appeal for women. It is for this reason that there is a much higher number of men working for the company than women.

At the snapshot date of 5th April 2025 our workforce was made up with 89.2% men and 10.8% women. Women were employed at all levels.

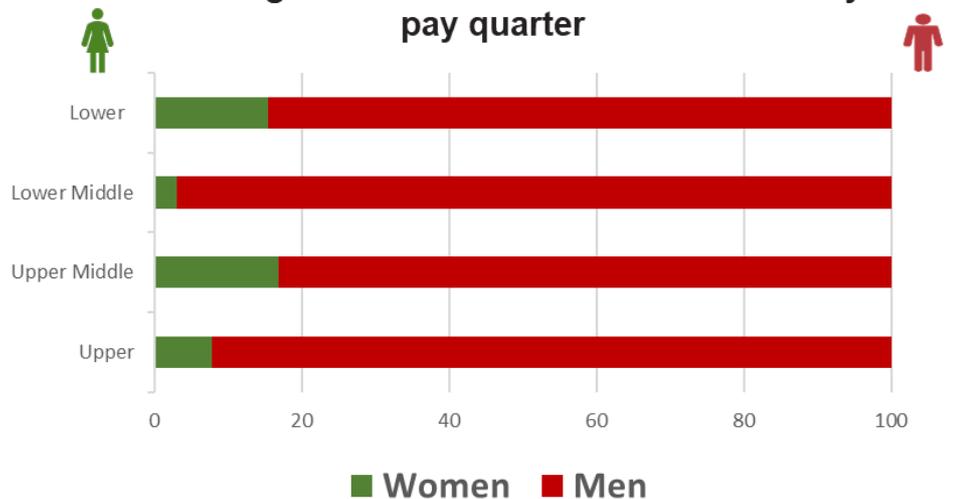


Gender Composition



■ Men ■ Women

Percentage of men and women in each hourly pay quarter



■ Women ■ Men

Mean and Median average gender pay gap for hourly pay

4.4%

The mean average
pay gap

-9.7%

The median average
pay gap

We have halved the mean average pay gap since 2024 going from 8.4% to 4.4% which is significantly lower than the national average which is 7.1%.

The median average pay gap has also greatly improved going from 3.6% to -9.7% moving in favour of women and much lower than the national average of 6.9%.

Percentage of men and women receiving bonus pay

13.4% of men received a bonus compared to 21.4% women. Although it is worth noting that the only bonus paid in the year ending 5th April 2025 was for first aid, mental health first aid and long-term service.

The median gender pay gap for bonus was 0% meaning the median average was equal between men and women.

Going Forward

We are actively looking to attract more women. Although the percentage of women in our employment has unfortunately decreased the mean and median average pay gap shows those that are here are working at more senior levels. This is something which we will continue to focus on and encourage.

Robert Richardson

Robert Richardson
Director