

## Gender Pay Gap Report

Eddisons Commercial Limited considers itself to be an equal opportunities employer. The policy of the group is to recruit, promote, train and develop its people by reference to their skills, abilities and other attributes of value to their role in the business.

Under new legislation, which came into force in April 2017, UK employers with in excess of 250 employees are required to publish their gender pay gap.

### Our numbers

Due to Eddisons Commercial Limited growth, we are reporting for the first time in 2022.

#### MEAN AND MEDIAN PAY\*

The **MEAN gender pay gap** shows the difference in the average hourly rate of pay between all men and all women in the company.

The **MEDIAN gender pay gap** compares the midpoint of all male pay within the organisation with the midpoint of all female pay with the organisation

\*Figures are calculated based on hourly rates of pay as at 5 April 2022

#### Eddisons Commercial Limited

	Mean	Median
	2022	2022
Gender pay gap	49.7%	51.9%
Bonus pay gap	81.1%	60.0%

#### Proportion of males and females receiving a bonus payment

	Female	Male
2022	38.6%	44.6%

#### GENDER PAY VS. EQUAL PAY

Gender pay statistics compare the mean and median rates of pay between men and women in an organisation. Different jobs are paid at different levels, and a gender pay gap exists where there is a difference in the number of men and women performing particular jobs at different levels and being

paid accordingly. It's important to differentiate this and equal pay, which ensures equal pay for those carrying out equivalent jobs. Rather, the difference in the numbers you see reflects a gender imbalance at senior level.

Proportion of males and females in each quartile band:

Quartile	Female	Male
	2022	2022
Upper	4.5%	95.5%
Upper middle	21.2%	78.8%
Lower middle	50.0%	50.0%
Lower	58.5%	41.5%

Eddisons Commercial Limited, like its industry comparators, has historically attracted fewer females to the property sector therefore impacting the representation of females across qualified and senior levels.

Much work is underway on attracting, retaining and developing both female and male talent with a focus given to emerging talent populations. Achievements to date include having a female colleague win the Apprentice of the Year 2022 at the Built Environment Apprenticeship awards. [\[link to article\]](#)

Declaration

I confirm that the gender pay gap calculations are accurate and meet the requirements of the regulations.

**Anthony Spencer**  
**Managing Partner**