

## Gender Pay Gap Report 2025

*'The gender pay gap is an equality measure that shows the difference in average earnings between women and men'.*

In line with the Equality Act 2010, each business with more than 250 employees is required by the UK government to publish an annual Gender Pay Gap Report.

At the 5<sup>th</sup> April 2025 snapshot date, and its relevant pay period, WH Brakspear & Sons Limited have calculated their Gender Pay Gap figures. The report measures the average difference between how much men and women are paid across the entire business.

The 2025 figures show that 93% of relevant employees are included as part of the full pay relevant employee's calculations.

Calculations show there is a Mean Gender Pay Gap of 21.11% for 2025.  
This is an increase of 8.07% when comparing against the 2024 figure of 13.04%.

Such a gap exists partly due to a higher proportion of board positions being filled by men, often seen in long established family-owned SME's. If Board members were removed from this year's calculations the Mean Gender Pay Gap would be 7.36%

When viewing the Mean Gender Bonus Gap for 2025, it shows this figure has decreased by 127.25% when comparing against 2024.

As an organisation we continue to make opportunities available to all, irrespective of gender, age, race, ethnicity and background.

## 2025 Pay Quartiles

Top Quartile	Upper Middle
Men 65.98%	Men 52.04%
Women 34.02%	Women 47.96%

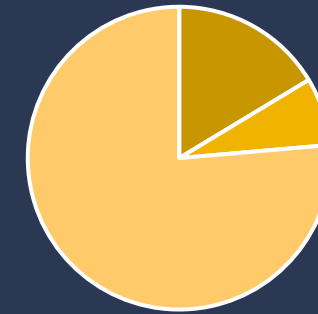
  

Lower Middle	Lower Quartile
Men 52.04%	Men 42.86%
Women 47.96%	Women 57.14%

	Mean	Median
Gender Pay Gap	21.11%	3.44%
Gender Bonus Gap	-84.40%	75.61%

## Proportion of employees paid a bonus:

Men 16.36% Women 7.25%



## 2024 Pay Quartiles (for comparison purposes)

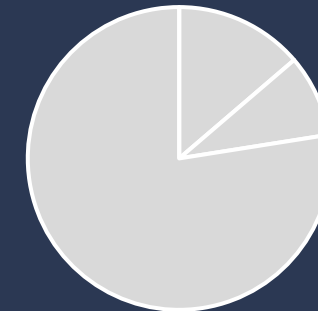
Top Quartile	Upper Middle
Men 65.91%	Men 55.68%
Women 34.09%	Women 44.32%

Lower Middle	Lower Quartile
Men 42.00%	Men 51.14%
Women 58.00%	Women 48.86%

	Mean	Median
Gender Pay Gap	13.04%	1.86%
Gender Bonus Gap	42.85%	-124.14%

Men 13.73% Women 8.77%



**As a result of the 2025 data, we have reported a 21.11% increase in the mean gender pay gap when comparing against 2024.**

The mean gender pay gap is calculated as the percentage difference in average hourly pay between men and women.

The median gender pay gap is calculated as the percentage difference when comparing the mid-point of all men's pay and all women's pay.

Results for 2025 show a gap exists of 3.44%, which is a slight increase of 1.58% when comparing against 2024.

### **Declaration**

The data and information reported are accurate as at the snapshot date of 5<sup>th</sup> April 2025 and have been calculated in accordance with the requirements set out in The Equality Act 2010 (Gender Pay Information) Regulations 2017.

As an equal-opportunities employer, we will continue to monitor our gender pay gap; and with specific reference to our Managed Houses operations, we will continue to encourage the recruitment of women into senior management positions.