

Gender Pay Gap Report

Renaker Build Ltd has calculated its gender pay gap report at April 2025 and the results are shown below:

Difference in hourly rate

Women's mean hourly rate is 21.8% lower than men's.

Women's median hourly rate is 32.3% lower than men's.

Employees by pay quartile

Upper quartile (highest paid)

- Women: 6.7%
- Men: 93.3%

Upper middle quartile

- Women: 10%
- Men: 90%

Lower middle quartile

- Women: 13.3%
- Men: 86.7%

Lower quartile (lowest paid)

- Women: 36.7%
- Men: 63.3%

Who receives bonus pay

Women: 10.6%

Men: 9.1%

Difference in bonus pay

Women's mean bonus pay is 83% lower than mens

Men's median bonus pay is 5% lower than women's

We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Floyd
Chief Financial Officer
Renaker Build Ltd