



HEYGATES LIMITED

2nd April 2025

Proportion of males and females in each Quartile band

	<u>Male</u>	<u>Female</u>
Q1	61.0%	39.0%
Q2	88.0%	12.0%
Q3	87.0%	13.0%
Q4	90.0%	10.0%

Women's Hourly Rate is Lower (Gender Pay Gap)

<u>Mean</u>	<u>Median</u>
22%	26%

Women's Bonus pay is lower (Bonus Gender Pay Gap)

<u>Mean</u>	<u>Median</u>
-18%	86%

Proportion of males and females receiving a bonus payment

<u>Male</u>	<u>Female</u>
54%	16%

A. R. Heygates
02/04/2025