

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

Figures are calculated based on hourly rates of pay as at 5 April 2025

In the relevant reporting period, Eddisons Commercial Limited has continued to make progress in reducing its gender pay gap. The median gender pay gap decreased by 1.2%, falling from 51.4% to 50.2%. The mean gender pay gap also reduced by 2.3%, from 52.4% to 50.1%.

The median bonus pay gap reduced significantly, decreasing from 80% to 70%, representing its lowest level in the past three years. In contrast, the mean bonus pay gap increased by 4.9%. Despite this increase, the overall trend reflects ongoing efforts to improve pay equity across the organisation.

Explanation of mean vs median gender pay gap

The MEAN gender pay gap shows the difference in the average hourly rate of pay between all male and all female 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 2025. Percentages are shown to one decimal place. Bonus outcomes reflect eligibility and role seniority during the reporting period.*

Eddisons Commercial Limited

	Mean			Median		
	2025	2024	2023	2025	2024	2023
Gender pay gap	50.1%	52.4%	55.1%	50.2%	51.4%	52.3%
Bonus pay gap	83.1%	78.2%	82.1%	70.0%	80.0%	75.0%

Proportion of males and females receiving a bonus payment

	Female	Male
2025	30.6%	50.4%
2024	45.8%	43.2%
2023	30.8%	45.9%

Clarification of gender pay gap vs equal pay

Gender pay reporting compares the mean and median rates of pay between male and female across an organisation. As different roles are paid at different levels, a gender pay gap can occur where males and females are represented in different proportions across roles and seniority levels. This should not

be confused with equal pay, which ensures that male and female employees receive the same pay for the same or equivalent work.

Proportion of male and female employees in each quartile band

2025	Female	Male
Upper	5.7%	94.3%
Upper Middle	25.9%	74.1%
Lower Middle	70.6%	29.4%
Lower	60.4%	39.6%

2024	Female	Male
Upper	5.6%	94.4%
Upper Middle	21.8%	78.2%
Lower Middle	58.6%	41.4%
Lower	63.6%	36.4%

2023	Female	Male
Upper	4.2%	95.8%
Upper Middle	21.1%	78.9%
Lower Middle	52.7%	47.3%
Lower	69.1%	30.9%

The pay quartile analysis highlights a gender imbalance at senior levels, with males occupying 94.3% of roles in the upper quartile and female representing 5.7%. This distribution is consistent with wider sector trends. The data indicates that the overall gender pay gap is primarily driven by the underrepresentation of females in senior positions. Over the past three years, there has been a slight increase in the proportion of females in upper-quartile roles which is being supported by a comprehensive job levelling exercise undertaken to assess role scope and ensure consistency and fairness within each grade, alongside the implementation of our pay principles.

We are proud of our continued initiatives aimed at cultivating an inclusive and high-performing workplace for all.

Declaration

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

**Anthony Spencer**

**Managing partner**

**11 March 2026**