

Website submission Eddisons Commercial Limited – Gender Pay Gap Report for April 23 – April 24

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.

Our numbers

Steady progress made in the past year as the mean gender pay gap for Eddisons Commercial Limited has reduced 2.7% from 55.1% to 52.4%. A noticeable increase in the number of females receiving a bonus has driven a positive trend towards levelling out the distribution percentage between males and females receiving a bonus, in FY24 45.8% of women and 43.2% of males received a bonus.

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 2023

Eddisons Commercial Limited

	Mean			Median		
	2024	2023	2022	2024	2023	2022
Gender pay gap	52.4%	55.1%	49.7%	51.4%	52.3%	51.9%
Bonus pay gap	78.2%	82.1%	81.1%	80%	75.0%	60.0%

Proportion of males and females receiving a bonus payment

	Female	Male
2024	45.8%	43.2%
2023	30.8%	45.9%
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		
	2024	2023	2022	2024	2023	2022
Upper	5.6%	4.2%	4.5%	94.4%	95.8%	95.5%
Upper middle	21.8%	21.1%	21.2%	78.2%	78.9%	78.8%
Lower middle	58.6%	52.7%	50.0%	41.4%	47.3%	50.0%
Lower	63.6%	69.1%	58.5%	36.4%	30.9%	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.

We have launched our Pay Principles ethos when considering pay reviews to ensure that fairness and consistency are at the heart of the decision-making process.

As the Group continues to grow we're investing in our Talent offering to strengthen our early careers strategy and promote our employer brand, as well as investing in leaders to support an inclusive, high performing workplace.

Declaration

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

Anthony Spencer
Managing Partner

17 March 2025