

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

### Our numbers

#### 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	
	2023	2022	2023	2022
Gender pay gap	55.1%	49.7%	52.3%	51.9%
Bonus pay gap	82.1%	81.1%	75.0%	60.0%

#### Proportion of males and females receiving a bonus payment

	Female	Male
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	
	2023	2022	2023	2022
Upper	4.2%	4.5%	95.8%	95.5%
Upper middle	21.1%	21.2%	78.9%	78.8%
Lower middle	52.7%	50.0%	47.3%	50.0%
Lower	69.1%	58.5%	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.

Much work is underway on attracting, retaining and developing both female and male talent with a focus given to emerging talent populations. Achievements to date include having 18% of female colleagues taking APC qualifications. In giving the emerging talent framework broader appeal we have actively involved last year's (female) winner of the Apprentice of the Year 2022 (Built Environment Apprenticeship) awards, in role modelling to current Eddisons colleagues participating in the APC community. .

The group has also invested in enhancing key lifestyle policies such as, extending the pay periods for maternity, paternity and adoption leave, as well as introducing hybrid and flexible working policies.

In addition, the group has launched its Pay Principles ethos when considering pay reviews to ensure that fairness and consistency are at the heart of the decision-making process.

Declaration

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

**Anthony Spencer**  
**Managing Partner**

**27 March 2024**