

A woman with long blonde hair, wearing a blue hard hat with a 'stonbury' logo and an orange high-visibility safety vest, stands in the foreground. She is looking towards the camera with a slight smile. The background shows a scenic valley with a river winding through it, surrounded by green hills and trees under a cloudy sky.

stonbury

# Gender Pay Gap

2025 Report

# Introduction

As Stonbury has **over 250 employees**, it is required by law that we publish our **gender pay gap statistics**. This will show the difference in average female earnings compared to average male earnings.



# Gender Pay Gap Report

12%

Of our staff  
are female



88%

Of our staff  
are male



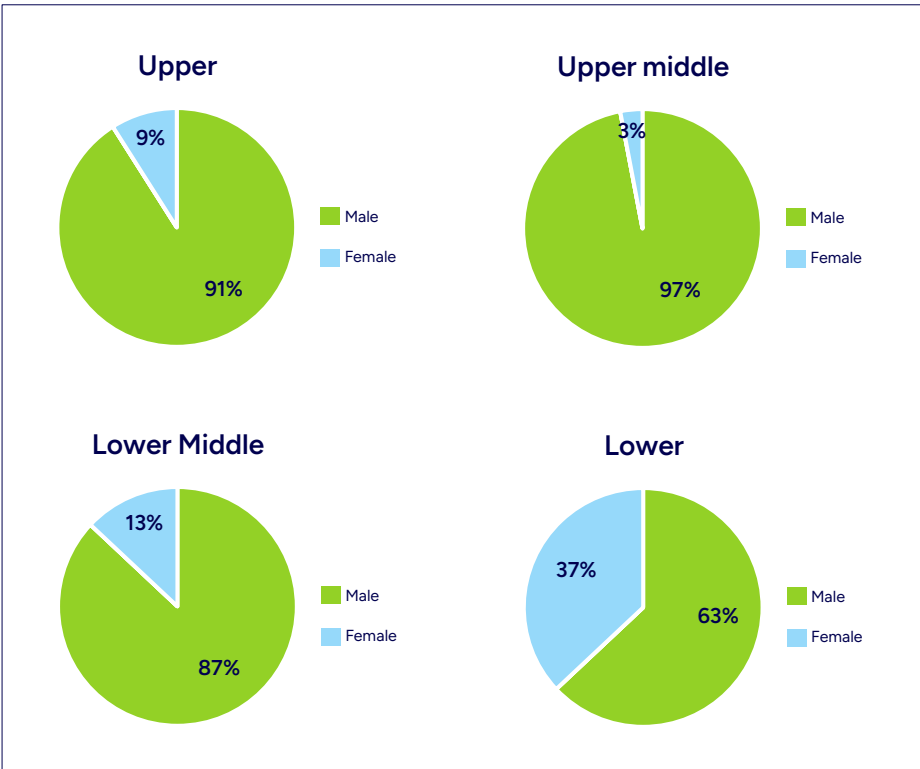
Based on a headcount of 325 full pay relevant employees

## Hourly rates by quartile

	Mean (average)	Median (average)
Male	£21.77	£19.88
Female	£18.69	£15.36
Hourly rate	14%	23%

For every **£1** a male employee earns, a female employee earns **86p** when comparing hourly average wages

# Hourly Pay Quartiles



## Hourly rates by quartile

### Mean (Average)

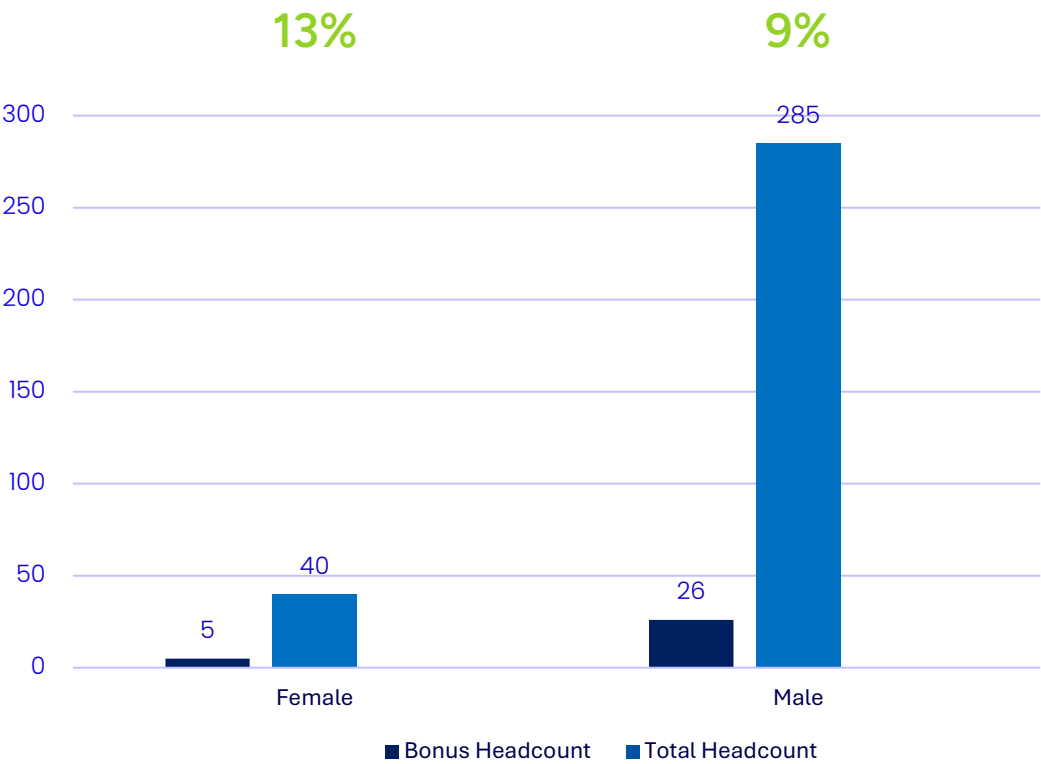
	Lower	Lower Middle	Upper Middle	Upper
Male	13.74	17.34	21.47	32.64
Female	13.58	17.91	21.25	35.01
%	1%	-3%	1%	-7%

### Median (Middle)

	Lower	Lower Middle	Upper Middle	Upper
Male	14.26	17.29	21.20	28.19
Female	13.29	18.25	21.25	30.69
%	7%	-6%	0%	-9%



# Bonus Pay



# Written Statement

Our first gender pay gap report in 2023 set the benchmark for our future success story. Since then, our female to male ratio has increased slightly, the hourly rate gap has reduced, female representation has increased in all quartiles and we have reported a greater percentage of females receiving a bonus against male counterparts.

Establishing a diverse workforce and inclusive culture that attracts and retains great talent, irrespective of gender, remains vital. We recognise the importance in having diverse perspectives and the benefits this brings through all levels of the business.

Although this highlights some positive steps forward, we recognise that we are still early in our journey and will continue to build on our improvements so far which will be supported by our Women's Network launched in 2024.

Representation continues to be our primary focus.

# Actions



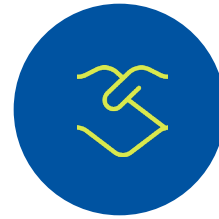
## Women's network & industry groups

Continue to establish our Women's network.  
Establish links with other industry groups.



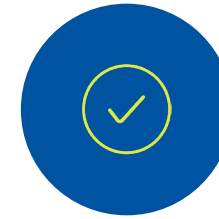
## Representation

Increase female representation through effective and targeted attraction and retention strategies.



## Talent development & promotion

Provide opportunity for career growth through formal training, coaching, and mentoring opportunities.



## Pay

Maintain transparent, accessible, and equitable processes.

# Summary

Stonbury is committed to a **long-term strategy to equalise gender pay**. We are striving to build an **inclusive workplace** where one of our aims is to **increase the representation of women**.

Our focus areas are based around establishing **effective networks**, increasing **representation**, ensuring **fair and transparent pay**, and enabling development and promotion **opportunities**.

Fundamental to this is nurturing a sense of belonging by **ensuring equitable access to opportunities and an inclusive culture for all**.