

A woman with long blonde hair, wearing a blue hard hat with the 'stonbury' logo and an orange high-visibility safety vest, is smiling slightly. She is standing in a scenic valley with rolling hills, a river, and a lake in the background. The sky is overcast. In the top right corner, there is a blue square containing the 'stonbury' logo in white text.

stonbury

Gender Pay Gap

2026 Report

Introduction

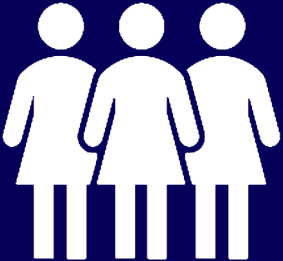
As we have **over 250 employees**, it is required by law that we publish our **gender pay gap statistics**. This will show the difference in average female earnings compared to average male earnings and is based on a **snap-shot date of April 5th, 2025**, meaning data is based on the 12-months preceding.



Gender Pay Gap report

13%

Of our staff
are female



87%

Of our staff
are male



Based on a headcount of 321 full pay relevant employees

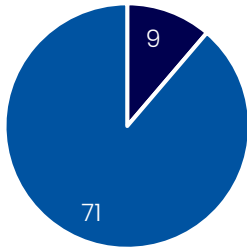
Hourly rate gap

	Mean (average)	Median (average)
Male	£21.86	£19.44
Female	£15.39	£14.28
Hourly rate gap %	30%	27%

For every **£1** a male employee earns, a female employee earns **70p** when comparing hourly average wages

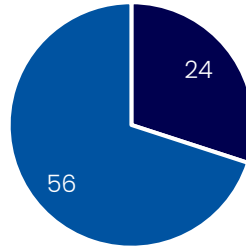
Hourly pay quartiles

Lower Middle



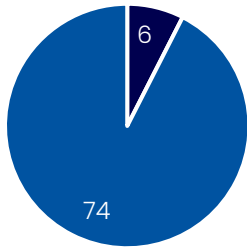
■ female ■ male

Lower



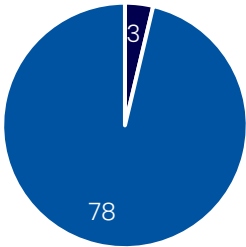
■ female ■ male

Upper middle



■ female ■ male

Upper



■ female ■ male

Hourly rates by quartile

Mean (Average)

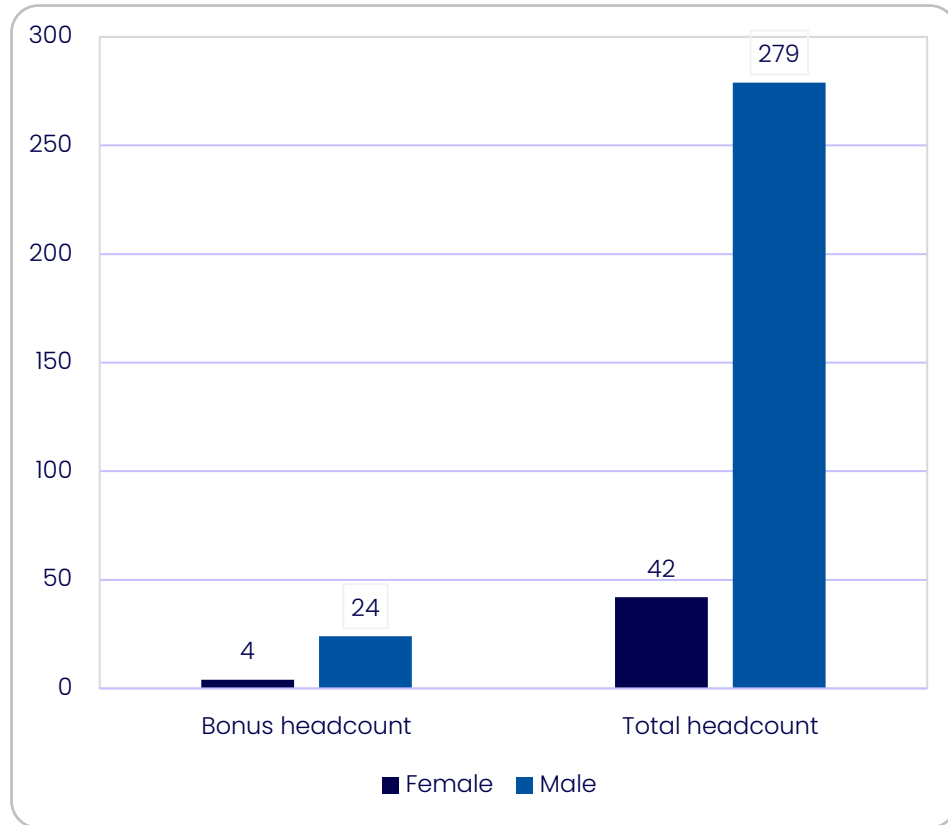
	Lower	Lower Middle	Upper Middle	Upper
Male	12.98	16.63	21.23	33.58
Female	12.2	16.31	20.85	27.17
% gap	6%	2%	2%	19%

Median (Middle)

	Lower	Lower Middle	Upper Middle	Upper
Male	13.41	16.62	21.44	29.70
Female	12.25	15.98	20.46	25.95
% gap	9%	4%	5%	13%

Pay quartiles divide the colleague population into four equally sized groups based on hourly pay, from highest to lowest. These groups show how men and women are distributed across pay ranges.

Bonus pay



10% of our female colleagues and 9% of our male colleagues received a bonus.



Written statement

This report is based on a **snap-shot date of April 5th 2025**, meaning data is based on the 12-months preceding. 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 over the past two consecutive years, 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. In line with this, we will be creating a **voluntary Gender Pay Gap Action Plan** that takes our strategic activities beyond current legislative requirements.

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

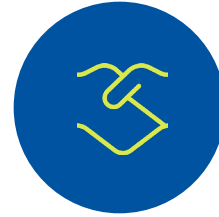
Increase the impact of our now established Women's network.

Strengthen relationships with the Women's Utility Network and Procure Plus.



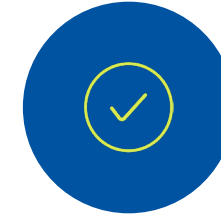
Representation

Increase female representation, especially in leadership roles, through effective and targeted attraction, growth, and retention strategies.



Equality, Diversity, Equity, and Inclusion training

Provide Equality, Diversity, Equity, inclusion (EDEI) training for all employees, with enhanced focus on leadership to take cultural accountability.



Pay

Maintain transparent, accessible, and equitable pay 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** through effective recruitment, retention, and growth strategies, offering **impactful employee training** across all areas of EDEI, and ensuring **fair and transparent pay**.

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