

Brett Aggregates

GENDER PAY GAP REPORT 2026

Businesses that have over 250 employees are required to publish an annual Gender Pay Gap Report. The Gender Pay Gap is expressed as a snapshot of pay (employees in receipt of full pay) in April 2025, and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2024 and 5 April 2025.

The data does not seek to measure legally required pay equality between men and women in the same roles.

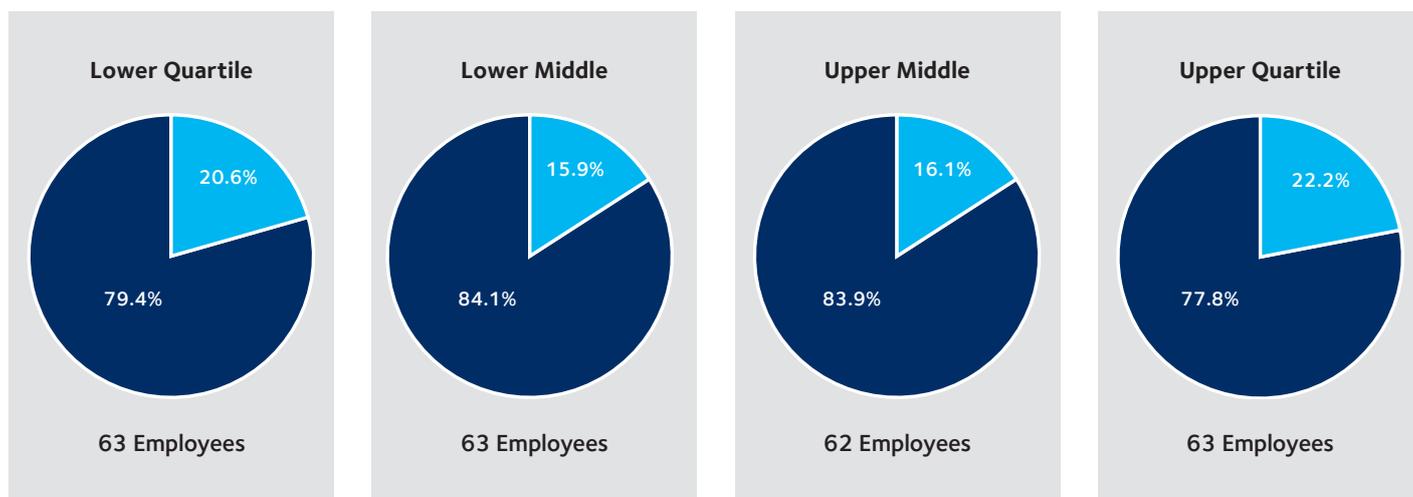


GENDER PAY GAP

In figures

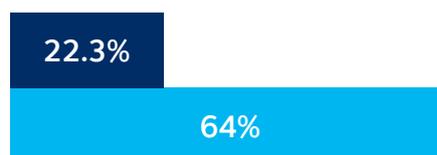
The pay quartiles show the percentage of women and men employed in each of the four pay bands within our business.

Men Women



Mean Gender Pay Gap	-1.0%
Median Gender Pay Gap	-0.3%
Mean Bonus Gender Pay Gap	53.4%
Median Bonus Gender Pay Gap	36%

Proportion of employees receiving a bonus during the period of 12 months ending 5th April 2025



Gender Pay Gap

The Mean hourly pay of women was 1% higher than that of men and the Median pay of women was 0.3% higher than that of men.

This is due to the higher proportion of management and administration roles performed by women, meaning they have a higher representation in the upper quartile and this results in the average pay being higher.

Bonus Gender Pay Gap

A higher proportion of women within the business received bonuses, this is because only very few production roles in Brett Aggregates' business receive performance related pay.

However, Mean and Median bonuses for women receiving a bonus were 53.4% and 36% lower respectively than for men receiving a bonus. This is due to more men being employed in the most senior roles within the business.

Glossary

Average calculations:

The Mean - Average determined by adding up all values and then dividing by the number of values. **The Median** - A figure determined by selecting the middle value in a list of ascending or descending numbers. **Pay quartiles** - Taking the whole pay bands for a business and dividing it by four.