

# GENDER PAY GAP

## RYDON HOLDINGS LIMITED

2022/23 Reporting year

### Percentage of men and women in each hourly pay quarter

|                                 | Men  | Women |
|---------------------------------|------|-------|
| Upper hourly pay quarter        | 78 % | 22 %  |
| Upper middle hourly pay quarter | 74 % | 26 %  |
| Lower middle hourly pay quarter | 79 % | 21 %  |
| Lower hourly pay quarter        | 40 % | 60 %  |

### Mean and median gender pay gap using hourly pay

|  |         |
|--|---------|
| Mean gender pay gap using hourly pay   | 18.91 % |
| Median gender pay gap using hourly pay | 25.06 % |

### Percentage of men and women who received bonus pay

|  | Men     | Women   |
|--|---------|---------|
| Percentage of men and women who received bonus pay | 82.67 % | 84.85 % |

### Mean and median gender pay gap using bonus pay

|                                       |         |
|---------------------------------------|---------|
| Mean gender pay gap using bonus pay   | 17.52 % |
| Median gender pay gap using bonus pay | 25.60 % |

*Rydon*

