

# Gender Pay Report 2024

**We are pleased to set out Geldards' gender pay report** in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. All figures in this report relate to the "snapshot date" of 5th April 2023.

As in previous years, as a demonstration of our commitment to transparency and attainment of parity in gender pay, we continue to include figures from previous years in this report to show overall progress made.

Geldards continues to have an environment where all employees have equal opportunities for

for development and progression. Our stated values reinforce this with the commitment that "everyone is respected as an individual, treated fairly and equally" and "given the opportunity and encouraged to develop and thrive both professionally and personally".

We make no distinction on any grounds of gender, race, sexuality or religious beliefs and are confident that we pay employees fairly for the roles they undertake. As an organisation, we are committed to taking all steps possible to close the gender pay gap and being an employer that works for everyone.

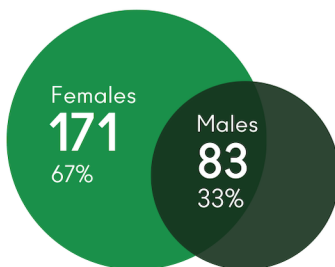


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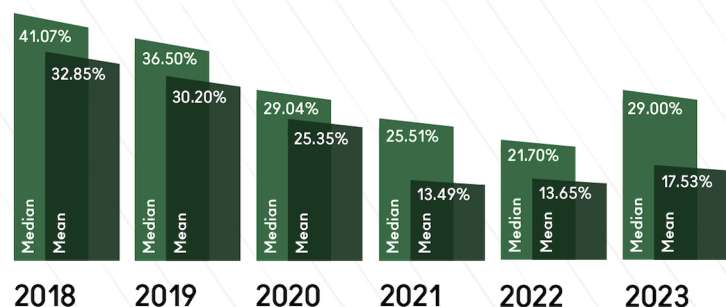
## Employees by Gender



**Total - 254**

Percent of total employees at Geldards by gender, 2023

## Gender Pay Gap 2018 - 23



The mean and median gender pay gap based on hourly rates.

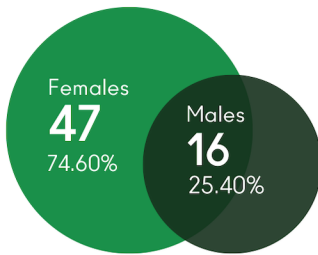
**Key:**

Mean - The "mean" is the most commonly used "average" where all numbers in a range are added together and then divided by the total number of numbers in the range.

Median - The "median" is the "middle" value in a range of numbers. The median is obtained by listing a range of numbers in numerical order from smallest to largest and identifying the middle value.

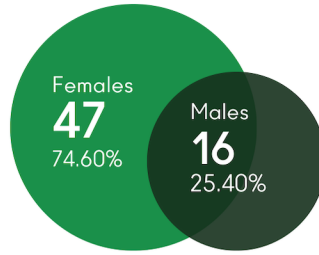
# Gender Distribution & Pay Gap by Pay Quartile

Lower Quartile



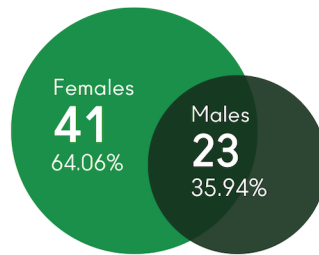
Mean Pay Gap	Median Pay Gap
-3.59%	-1.37%

Lower Middle Quartile



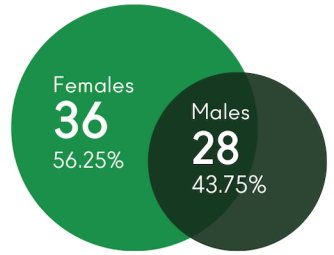
Mean Pay Gap	Median Pay Gap
4.54%	2.39%

Upper Middle Quartile



Mean Pay Gap	Median Pay Gap
-2.66%	1.39%

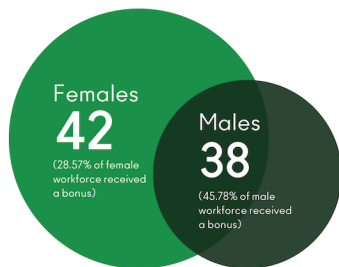
Upper Quartile



Mean Pay Gap	Median Pay Gap
2.37%	1.74%

## Bonus Pay Gap

Bonus Paid in 2023 by Gender:



Mean Bonus Pay Gap	Median Bonus Pay Gap
-74.85%	0%