



Gender Pay Gap Report **2025 - 2026**

At Keith Pattinson Limited we are committed to creating a supportive, inclusive and opportunity driven workplace where employees are valued based upon merit not gender.

We continue to focus on offering development opportunities fairly and impartially, encouraging career growth regardless of gender.



Gender Pay and Bonus Gap

The gender pay gap compares the average earnings of men and women across our company.

The hourly pay gap figures shown are based upon data as of 5th April 2025. These figures reflect the percentage difference between male and female employees, calculated using both the mean and median hourly earnings.

Similarly, our bonus pay gap reflects all bonuses and commissions paid during the 12 months leading to April 2025, again calculated using both mean and median averages.

	Mean	Median
Hourly Pay	19%	18%
Bonus	47%	59%



Proportion of Males and Females

As of 5th April 2025 our overall workforce as a percentage was made up of **67%** female and **33%** male.

With Management positions made up **55%** female and **45%** male and Directors made up **75%** female and **25%** male.

Overall proportion of males and females receiving bonus was **99%** and **97%** respectively.



Proportion of Males and Females



Overall Workforce
Female



Management Positions
Female



Directors
Female



Bonus Proportion
Female



Overall Workforce
Male



Management Positions
Male



Directors
Male



Bonus Proportion
Male

Pay Quartiles

The figures below breakdown our workforce into four equal parts based upon pay.

While we strive to ensure equality in pay for equal work, it appears that a slightly higher proportion of men are highest earners and more female employees than males occupy the lower pay band.

It is important to note that **4%** of women were on maternity leave during the period, which impacts their earning potential, bringing down the female hourly rate and bonus earnings.

Additionally, women occupy a higher proportion of lowerpaid administrative, non-bonus roles, which influences both the mean and median pay gaps.



Pay Quartiles



1st Quartile
Female



2nd Quartile
Female



3rd Quartile
Female



4th Quartile
Female



1st Quartile
Male



2nd Quartile
Male



3rd Quartile
Male



4th Quartile
Male

Our Commitment to Equality

Equal Pay Advocacy

We are an advocate of equal pay and therefore men and woman carrying out the same or similar roles will be paid equal value across our business.

Continued Commitment

Our commitment to equality remains and we will continue to promote balanced representation at all levels.

