

# Beard Ltd

## Pay and Bonus Gap

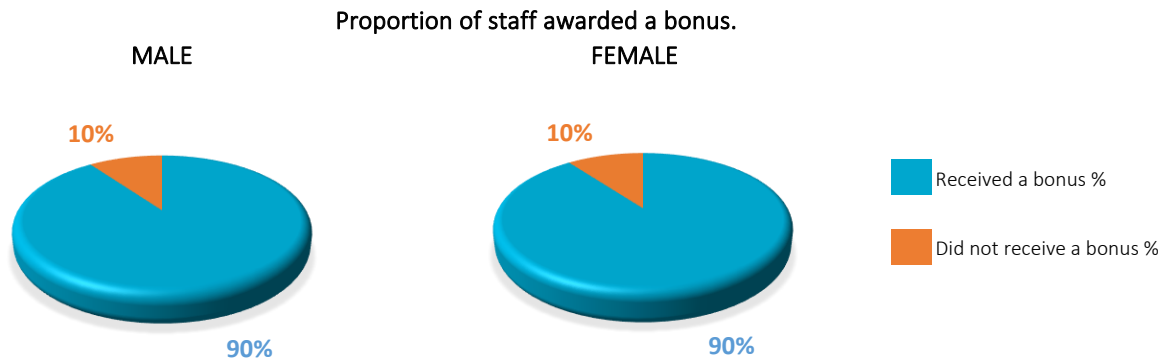
### Difference between men and women

	Mean	Median
Gross hourly rate of pay	38.9%	44.7%
Bonus paid	41.7%	50.9%

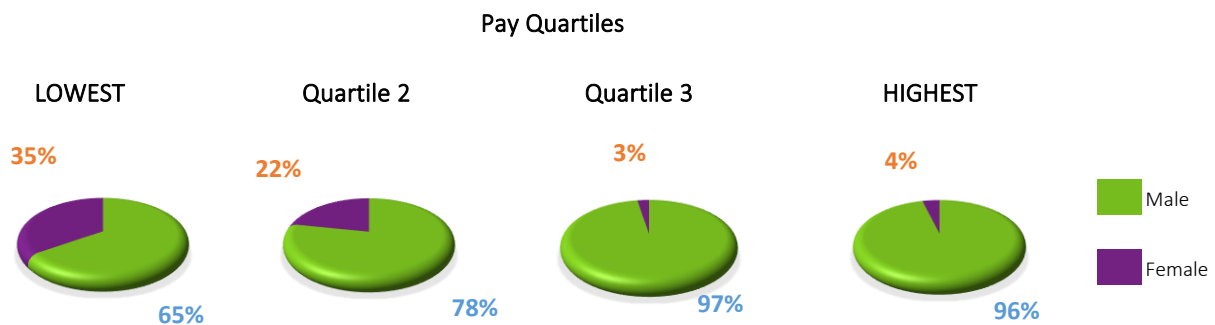
The table above shows:

Our mean and median gender pay gap based on hourly rates of pay at a snap shot in time (5 April 2022)

Our mean and median differences paid to men and women throughout the year up to 5th April 2022



The above shows that the proportion of women awarded a bonus as a % of women being paid was equal to male counterparts.



The above shows the gender distribution across four equally sized quartiles, each containing 78 members of staff. The number of women in construction has not changed dramatically over the last few years - with around 14% contributing to the total workforce.

Beard has a higher percentage of women in support roles which can provide more flexible / part time working and supports Beard's culture of family values, versus an industry historical standard of men traditionally holding construction roles.

Beard is confident that we pay men and women equally across the business for the roles they carry out.

Mark Beard  
Chairman

24 March 2023