

# Gender Pay Report

## Introduction

We as an employer are required to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

Gender pay gap reporting identifies the differences between the average pay between male and female employees within the company regardless of their role. This is different to equal pay which addresses the pay differences between male and female employees who do the same jobs within the company.

At Clark Contracts we value our people and their career development, regardless of gender, and this is reflected in our processes, policies and behaviours.

## Clark Contracts Gender Pay

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Our results are:

- Employees (M/F): 89% / 11%
- Median Gender Pay Gap: 26%
- Mean Gender Pay Gap: 25%
- Median Bonus Pay Gap: -336%
- Mean Bonus Pay Gap: 62%
- Bonus Received (M/F): 47% / 18%
- Upper Quartile (M/F): 97% / 3%
- Upper Middle Quartile (M/F): 89% / 11%
- Lower Middle Quartile (M/F): 84% / 16%
- Lower Quartile (M/F): 86% / 14%

We will continue to champion career progression through our award-winning academy regardless of gender.

I confirm the gender pay gap data contained in this report is accurate.



Signed: \_\_\_\_\_

Date: 16<sup>th</sup> February 2026

Gordon Cunningham – Managing Director