



BARKER AND STONEHOUSE GENDER PAY GAP 2023

At Barker and Stonehouse, we are proud to foster a progressive company culture with many long serving members of staff who help us to create a positive working environment.

Over recent years we have endeavored to reduce the Gender Pay Gap, however, we acknowledge there is more work to do.

Our Gender Pay Gap figures are based on our data capture carried out in April 2023, based on 431 employees across Barker and Stonehouse which we believe to be accurate at that time.

THE MEDIAN AND MEAN PAY GAP

MEDIAN GENDER PAY GAP

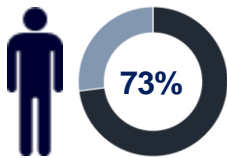
8%

our median gender pay gap

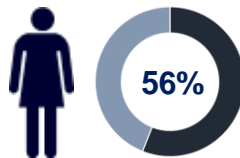
MEAN GENDER PAY GAP

12%

our mean gender pay gap



percentage of our male employees who received a bonus



percentage of our female employees who received a bonus

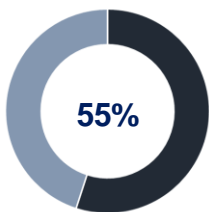


our mean gender pay gap for bonuses

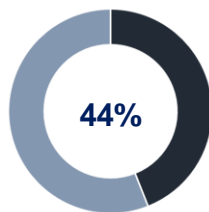


our median gender pay gap for bonuses

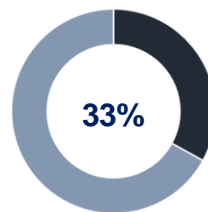
PERCENTAGE OF FEMALES IN EACH QUARTILE



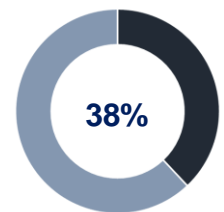
Lower pay quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

CLOSING THE GAP

We will continue to strive to close the gap and ensure Managers continue to undertake training in order to take action which will help continue to close the gap.