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UK GENDER PAY GAP REPORT – 2023

Builder Depot Limited is a builders’ merchant based in London. We have a diverse workforce and are focused on enabling all employees to reach their full potential. We welcome the greater transparency that the mandatory gender pay gap reporting provides giving us the opportunity to assess and address our gap.

The following report shows Builder Depot Limited gender pay gap as at 5th April 2023 and bonus gap for the 12 months to 5th April 2023. At this date we employed 305 staff, 58 (19.02%, 19.03% previously) female and 247 (80.98%, 80.97% previously) male. The proportion of men to women did not change significantly in comparison to last year’s snapshot date overall staff numbers being 310.

The figures below show the proportion of employees receiving a bonus by gender within the 12 month period and the difference (gender pay gap) between the average hourly and bonus pay levels for women compared to men. In the bonus and pay gap table a positive % indicates the extent women earn on average less than men and inversely a negative % indicates how much women earn more than men.

Bonus and pay gap	Median	Mean
Hourly pay	-0.3%	-1.4%
Bonus	27.0%	15.1%

Proportion of employees receiving a bonus	
Female	Male
87.9%	91.5%

The pay quartile figures show the proportion of full-paid relevant males and females employees across Builder Depot by pay range of four equally sized groups (quartiles) sorted by pay. All roles within Builder Depot are open equally to males and females, the low proportion of females is attributed to the perception of the builders’ merchant industry being a male dominated sector attracting low number of female job applicants. In comparison to the 2022 report the proportion of women with pay in the 4th quartile has slightly decreased from 20.5% to 19.5% and an increase in the middle quartiles aligning with the 4th quartile. 2nd quartile increased to 19.7% from 16.9% and 3rd quartile 19.7% from 18.2%. The percentages are close to the organisation’s female-male ratio indicating an even pay.

Pay quartiles	Female %	Male %
First quartile	17.1%	82.9%
Second quartile	19.7%	80.3%
Third quartile	19.7%	80.3%
Fourth quartile	19.5%	80.5%
Organisation	19.0%	81.0%

We are committed to ensure that job applicants and employees receive equal opportunities regardless of gender, creed, race, age, sexual orientation and any other characteristics.

Michael Aaronson
Managing Director