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UK GENDER PAY GAP REPORT – 2025

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 2025 and bonus gap for the 12 months to 5th April 2025. At this date we employed 323 staff (316 previously), 55 (17.03%, 19.62% previously) female and 268 (82.97%, 80.38% previously) male. The proportion of men to women did increase in comparison to last year’s snapshot date.

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	-3.17%	-2.92%
Bonus	7.14%	14.95%

Proportion of employees receiving a bonus	
Female	Male
92.7%	91.0%

The pay quartile figures show the proportion of full-paid relevant male and female 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 2024 report the proportion of women with pay in the 1st and 3rd quartile has decreased significantly from 20.3% to 14.8% and 26.6% to 19.8% respectively and an increase in the 2nd and 4th quartiles from 12.7% to 13.6% and 19% to 20% respectively.

Pay quartiles	Female %	Male %
First quartile	14.8%	85.2%
Second quartile	13.6%	86.4%
Third quartile	19.8%	80.2%
Fourth quartile	20.0%	80.0%
Organisation	17.0%	83.0%

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