

**ERITH CONTRACTORS LTD – GENDER PAY GAP 2023 to 2024**

<i>Mean Gender Pay Gap</i>	<i>29.39%</i>	
<i>Median Gender Pay Gap</i>	<i>25.68%</i>	
<i>Mean Bonus Gender Pay Gap</i>	<i>9.1%</i>	
<i>Median Bonus Gender Pay Gap</i>	<i>0.0%</i>	
<i>Proportion of Females receiving a bonus</i>	<i>70.6%</i>	
<i>Proportion of Males receiving a bonus</i>	<i>79%</i>	
	<i>Female</i>	<i>Male</i>
<i>Quartile 1 (Lowest Earnings)</i>	<i>29.3%</i>	<i>70.7%</i>
<i>Quartile 2</i>	<i>8.2%</i>	<i>91.8%</i>
<i>Quartile 3</i>	<i>9.1%</i>	<i>90.9%</i>
<i>Quartile 4 (Highest Earnings)</i>	<i>4.1%</i>	<i>95.9%</i>

*I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.*



Victoria Stokes  
Financial Director