

Gender Pay Reporting



From 6 April 2017 employers in Great Britain with more than 250 staff have been required by law to publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure.

Tony Gee has therefore published the data again this year as required for all permanent employees, this excludes contract staff and LLP members as these are not covered by the legislation. We have also carried out further analysis to ensure that pay for individuals at equivalent stages of career development is not influenced by gender and we remain committed to paying the National Living Wage to all permanent staff.

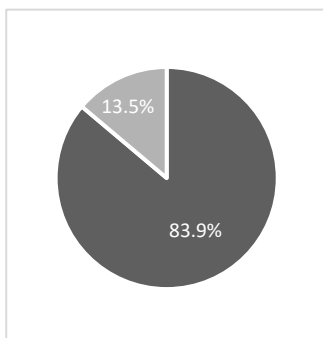
Tony Gee’s data for 2025

Difference between male and female pay

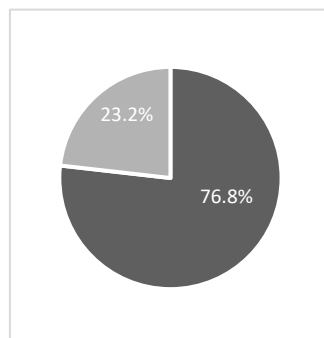
| | Mean | Median |
|--------------------|-------|--------|
| Normal hourly rate | 14.1% | 18.8% |
| Bonus payment | 30.7% | 21.1% |

| | Male | Female |
|---------------------------------------------------|--------|--------|
| Proportion of Males and Females receiving a bonus | 90.36% | 82.84% |

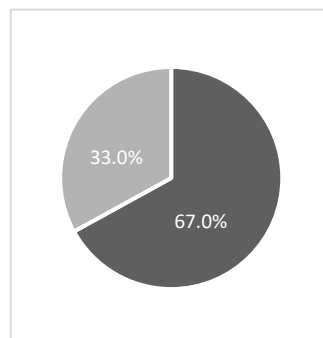
Upper Quartile



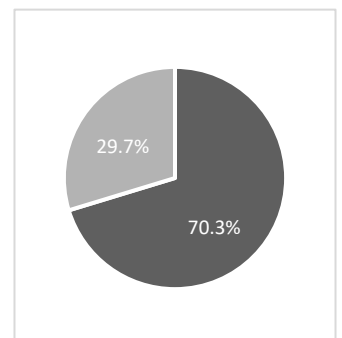
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Female Male

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Background of gender pay gap

As with all companies within the construction sector, and the majority of companies within the UK in most sectors we do have a gender pay gap and it is important that we recognised this and continue to do so now and into the future until it is addressed.

We have reported previously that the gender pay gap within Tony Gee was a result of the predominance of men, and therefore a lack of women, in more senior positions within the business, this is still the case this year. Our figures in 2025 have improved in this respect from the previous year, with a higher proportion of women in the Upper, Upper Middle and lower Middle quartiles and this is flowing through from previous recruitment policies where we recruited more women at the start of their careers and they are now progressing into senior positions. The majority of our recruitment is still at the lower end of our pay scales with people starting their careers, so this effect does take time to show through but is a continuing effort to improve our gender balance. Tony Gee is committed to improving gender diversity through its inclusive culture and this process starts with recruitment and is followed up by continued development of all staff through our company career structure and this will over time correct our gender pay gap.

Since we started reporting gender pay gap our gender pay gap for normal hours and bonuses has fallen so our policies of recruitment, development and promotion of staff is working and we will continue to improve diversity through strengthening our inclusion strategies in the coming years. It's a good start but there is still more to do.

| | | Mean | Median |
|--------------------|------|-------|--------|
| Normal Hourly Rate | 2017 | 22.4% | 19.6% |
| | 2025 | 14.1% | 18.8% |
| Bonus Payment | 2017 | 52.5% | 38.0% |
| | 2025 | 30.7% | 21.1% |

Signed:

Chris Young
Chair, Executive Board.