

 **EH Smith**
Builders Merchants *Local*



Gender Pay Gap Report 2025

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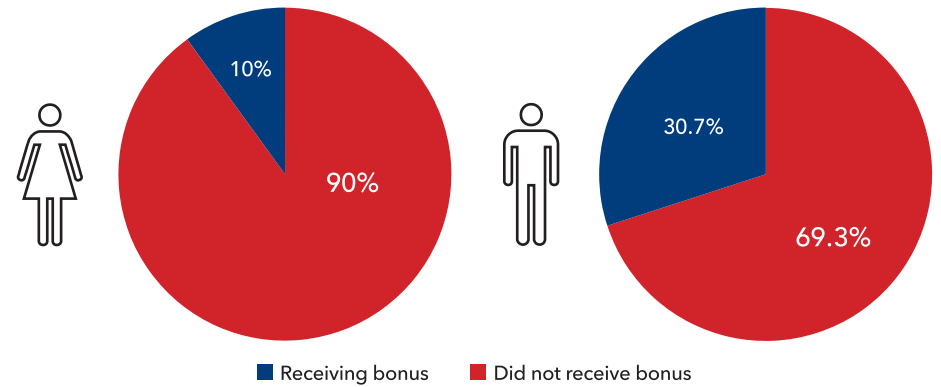
Who we are

With over a century of experience in the construction industry, we're proud to be one of the UK's largest independent builders' merchants. Our network of branches across the Midlands and South-East provides a wide range of building materials, backed by trusted expertise and personalised service. At the heart of our business is a longstanding commitment to our people, fostering inclusive workplaces and supporting the communities we serve.



Proportion of colleagues receiving bonus

Although we employ a higher proportion of women than the national industry average, women remain underrepresented overall. This underrepresentation contributes to a gender pay imbalance, which is also reflected in bonus payments. We are committed to increasing female representation and fostering a more equitable workplace for all. All employees are eligible to benefit from the profit share scheme after completing their probation period, ensuring inclusivity across the business.



Pay & bonus gap

The below tables shows the EH Smith gender pay gap and gender bonus gap as at the snapshot date 5th April 2025.

A negative figure indicates a higher percentage paid to men.

	Mean	Median
Pay gap	-9.9%	0.5%
Bonus gap	-80.3%	-0.0%





Salary quartiles

The legislation requires us to identify our overall pay range, divide this into equal size quartiles and populate these with the numbers of men and women employees in each quartile.

	% of men	% of women
Quartile 1	78.6	21.4
Quartile 2	84.5	15.5
Quartile 3	76.7	23.3
Quartile 4	82.5	17.5
	80.6	19.4

We acknowledge that the gender pay gap is a complex issue and are committed to taking proactive measures to understand and address it through a range of targeted initiatives.

Our people

At the heart of our business are our colleagues, which is why we champion a people-first culture - one that is caring, respectful, and genuinely supportive. We prioritise well-being and personal development, fostering an environment where everyone feels valued and empowered to reach their full potential. Our goal is to build a workforce that is both inclusive and diverse, truly reflecting the communities we serve.

While women currently make up 15% of the UK construction workforce (ONS, 2024), we're proud to exceed this average, with women representing 19.4% of our team. However, we recognise there is still more to do. We remain committed to improving gender balance across all levels of our business and to closing the gender pay gap further. Diversity, equality, and inclusion are core to our values — we welcome, support, and promote all colleagues regardless of gender. Fair pay, pensions, and rewards are standard, and we continue to enhance our benefits, support networks, and family-friendly policies to create a workplace where everyone can thrive.

