



Gender Pay Gap Report

About this report 2023/2024

On the snapshot date of May 1st, 2024, GKR had 259 employees.

The data

Overall Gender Pay Gap

Mean % women are paid less	Median % women are paid less
-5.94%	-17.40%

Pay Quartiles

Proportion of men and women in each quartile of the GKR payroll

	Men	Women
Upper Quartile	91.11%	8.89%
Upper Middle Quartile	97.83%	2.17%
Lower Middle Quartile	89.13%	10.87%
Lower Quartile	86.96%	13.04%

Bonuses

Mean % women receive less in bonus	Median % women receive less bonus
26.33%	40.91%

% of men receiving bonus	% of women receiving bonus
14.42%	56.25%

Statement regarding our Gender Pay Gap

We are working to attract more women into our industry, supporting industry initiatives in this area. We have been ambassadors for diversity and skills, ensuring our business as a whole is inclusive of women.

Our People Operations function ensures that all areas of the business adhere to gender equality when recruiting, employing and managing staff.

Despite these figures reporting an overall pay gap, we are confident that our employees are treated fairly and receive equal pay for work of equal value. We will continue our endeavours to attract skilled women into scaffolding across the whole business.