

Gender Pay Gap

Report 2025

W M Donald Ltd

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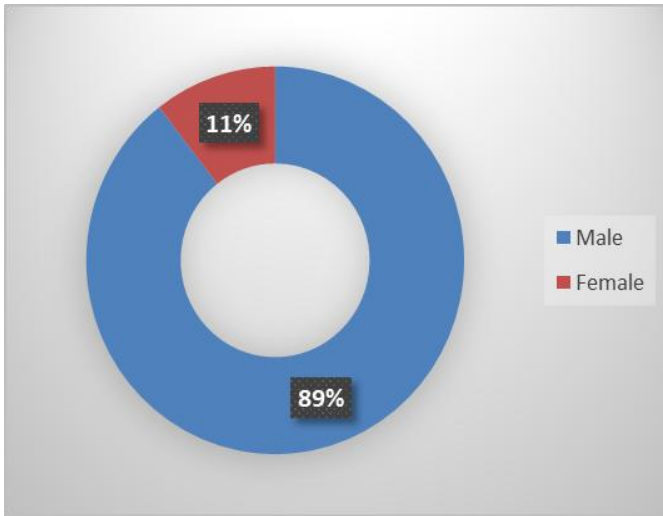


Introduction

Since 2017, UK companies with more than 250 employees have been required to produce an annual report on their gender pay gap.

To meet this legislative obligation, we have compiled and published the W M Donald Ltd Gender Pay Gap Report - 2025.

Breakdown of the Genders at W M Donald Ltd



In 2025, 11% of the entire workforce at W M Donald Ltd was female.

This is a number we want to see increase as we continue to welcome everyone to join our diverse and inclusive workforce.

Key Gender Pay Gap Figures

Overall Earnings Analysis



Women earned £1.29 for every £1 that men earned (comparing median hourly pay)

Women made up 7.0% of employees in the highest paid quarter, and 16.0% of employees in the lowest paid quarter

18.0% of women received bonus pay, compared with 11.0% of men

Women's bonus pay was 16.1% higher than men's (comparing median bonus pay)

Hourly Pay Analysis

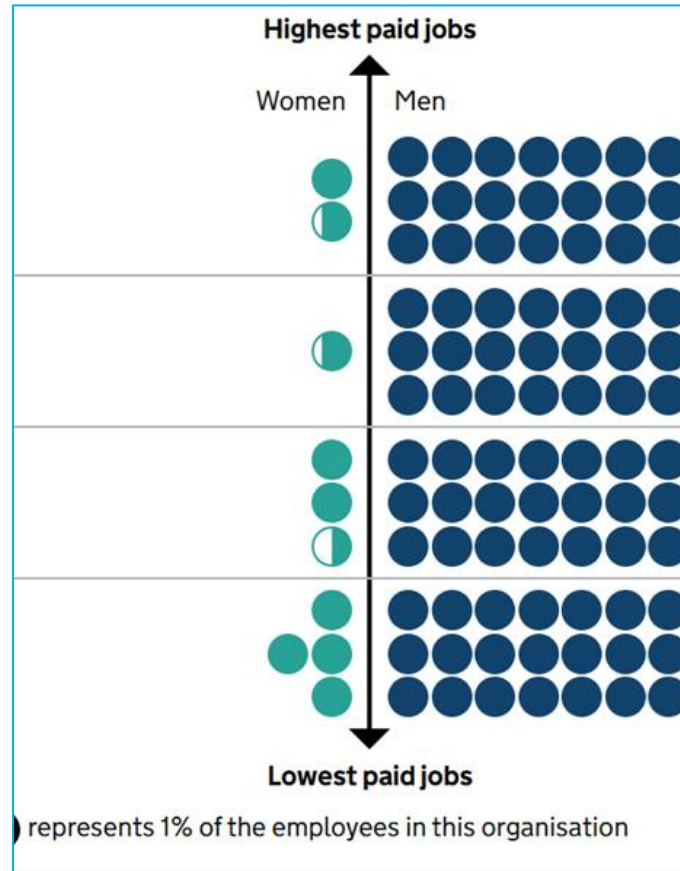


Women's median hourly pay was:

- 28.7% higher than men's
- This means they earned £1.29 for every £1 that men earn when comparing median hourly pay
- Women's mean (average) hourly pay was 6.0% higher than men's



Pay Quarters



Women made up:

- 7.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 3.0% of employees in the upper middle hourly pay quarter
- 10.0% of employees in the lower middle hourly pay quarter
- 16.0% of employees in the lower hourly pay quarter (lowest paid jobs)

Bonus Pay and Report Explained

Bonus Pay

- Women's median bonus pay was 16.14% higher than men's – this means they earned £1.16 for every £1 that men earn when comparing median bonus pay
- Women's mean (average) bonus pay was 20% lower than men's
- 18.0% of women and 11.0% of men received bonus pay



The 2025 Report Explained

Gender Pay Gap (mean and meridian):

- *The difference in the average pay of all men and women across an organisation*

Gender Bonus Gap (mean and meridian) is the difference in the:

- *Proportion of women receiving bonuses*
- *Proportion of men and women in each quartile of an organisations pay structure*

The Mean Calculation

- *This is an average of all the pay or bonus earnings of all male employees or all female employees*
- *The median is the mid-point in a list of all the pay and bonus earnings of all male employees or all female employees*

The gender pay gap

- *is a calculation that compares the pay for all employees in a business. It does not consider differences in job function, job level, qualifications, performance and experience.*
- *Gender pay gap reporting encourages discussion about the progress of women in UK businesses.*
- *W M Donald Ltd welcome that discussion, but it should be stressed that a gender pay gap is not the same thing as unequal pay*

Conclusion

At W M Donald Ltd,conduct regular analysis across our business to ensure both women and men are being paid equally for the same, or similar work.



END OF 2025 REPORT