

REPORT: Gender Pay Gap 2025

Bauder UK and Ireland



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Company overview and commitment

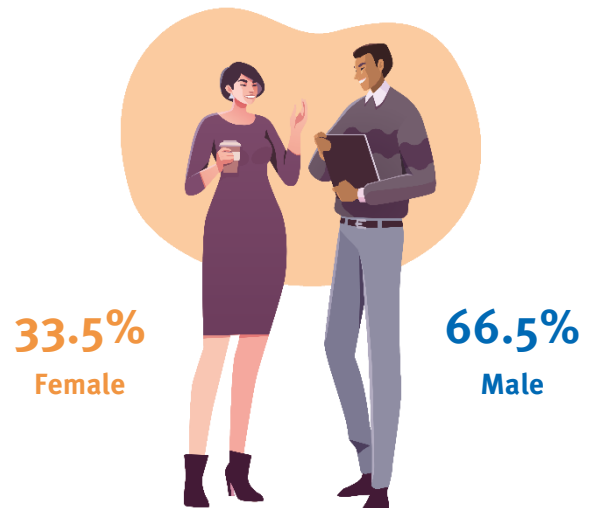
Bauder UK and Ireland is a subsidiary of the Bauder group; a market-leading manufacturer of flat roofing systems, operating across numerous countries in Europe. This report relates only to Bauder UK and Ireland.

As a family-owned company, our people-focused culture originates from a strong family ethos and belief that our success is determined through our people, who are at the very heart of what we do. We are committed to building an inclusive workplace where everyone has the opportunity to thrive. This is underpinned not only by our company philosophy and values, but also by our platinum accreditation in Investors in People.

Workforce demographic

We operate within the construction industry, a sector that has historically experienced a gender imbalance in which women are underrepresented. Around 15% of the UK construction workforce are women (ONS labour market data, 2024). At our snapshot date of 5th April 2025, our workforce was composed of 33.5% female and 66.5% male.

We are proud to have a much stronger proportion of women in our workforce than the national average, and we recognise both the progress being made and the work still to do to improve representation and reduce disparity across the gender pay gap.



Gender pay gap reporting

The gender pay gap measures the difference in average earnings between men and women across an organisation, based on both mean (average) and median (middle) pay. It reflects the distribution of men and women across all roles and levels, rather than comparing individuals doing the same job.

This is different from equal pay, which is a legal requirement ensuring men and women are paid equally for the same or equivalent work.

A gender pay gap can exist even where equal pay is in place and typically reflects differences in the representation of men and women across roles, seniority levels, and career pathways. We are confident that our gender pay gap does not arise from unequal pay for the same or equivalent work, but from the distribution of men and women across roles with differing salary levels.

Our data and analysis

The following data is correct as of the snapshot date of 5th April 2025.

Gross Hourly Pay

	% by which male pay exceeds female pay
Mean	37%
Median	41%

We employ more men in senior, technical and sales-based roles, which is the main driver for disparity in pay across men and women.

The hourly pay gap is mainly driven by the distribution of men and women across our roles. More men work in technical, site-based, sales and senior roles, which tend to attract higher levels of pay due to market demands and specialist skills. Women are more represented in professional support and administrative roles, which are typically lower paid.

As a result, for every £1 earned by men in gross hourly pay, women earned £0.63 (mean) and £0.59 (median).

Bonus pay

	% by which male pay exceeds female pay
Mean	68%
Median	50%

Commission-based earnings equate to more than half of our bonus pay, and the majority of commissionable roles are occupied by men.

Bonus structures vary across the business and can include commission, annual bonuses, profit share and other payments.

Bonus values are heavily influenced by the bonus structures. Around 35% of the workforce occupy sales or business development roles which operate on a commission-based incentive arrangement, where bonuses are directly related to revenue generation. These roles tend to attract higher variable pay and currently predominantly occupied by men.

It is important to note that mean (average) and median (middle) calculations provide different perspectives on pay distribution. While the mean conveys overall averages across all employees, the median reflects the midpoint of all pay values and is less affected by very high or low payments. Due to these variations in bonus structure, the median % is therefore a more level view of the bonus pay gap.

As a result, for every £1 earned by men in bonuses, women earned £0.32 (mean) and £0.50 (median).

Proportion of relevant employees who received a bonus

	% of employees who received a bonus
Men	95.27%
Women	94.12%

All our staff receive a form of bonus pay.

All our employees receive an element of bonus pay, and so participation is high for men and women. The figures shown are proportionate to new starting or leaving employees, who have not completed a relevant bonus pay period, and therefore not eligible for a bonus payment.

Gross hourly rate of pay by quartiles

Quartiles	Male	Female
	%	%
Lower	37.50%	62.50%
Lower Middle	58.73%	41.27%
Upper Middle	84.13%	15.87%
Upper	85.94%	14.06%

Women are more strongly represented in professional support and administrative roles.

Our quartile data supports our overall pay gap. Men are more represented in higher paid senior, technical and sales roles, while women are more represented in professional support and administrative roles. This reflects the wider gender imbalance in the construction sector.

We recognise the importance of ensuring that opportunities to enter and progress within underrepresented roles are open and accessible to all, regardless of gender. We are actively working to increase the representation of women across the business and support entry into the construction sector. All appointments continue to be made based on selecting the best candidate for the role.

Encouragingly, since the snapshot date of this report the gender imbalance within underrepresented roles has begun to decrease.

Declaration

I, Angeline Barnes, HR Director, confirm that the information in this statement is accurate and meets the requirements of the Gender Pay Gap Regulations.

Signed



Date

31st March 2026