

Gender Pay Gap Report

Luddon Construction Ltd

Snapshot date: 05 April 2025

Metric	Result
Mean gender pay gap (hourly pay)	9.9%
Median gender pay gap (hourly pay)	100.0%
Mean bonus gender pay gap	69.1%
Median bonus gender pay gap	100.0%
Proportion of men receiving a bonus	56.1%
Proportion of women receiving a bonus	45.0%

Pay Quartile Distribution

Quartile	% Male	% Female
Upper quartile	93.2%	6.8%
Upper middle quartile	87.4%	12.6%
Lower middle quartile	89.4%	10.6%
Lower quartile	92.5%	7.5%

Director Sign-off

Name	Kerry McCrossan
Position	Finance Director
Date	19/06/2026

I confirm that the gender pay gap calculations above are accurate and have been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.