



Human Resources

Gender Pay Gap Report

Snapshot date April 2025

Gender Pay Gap Statement 2025

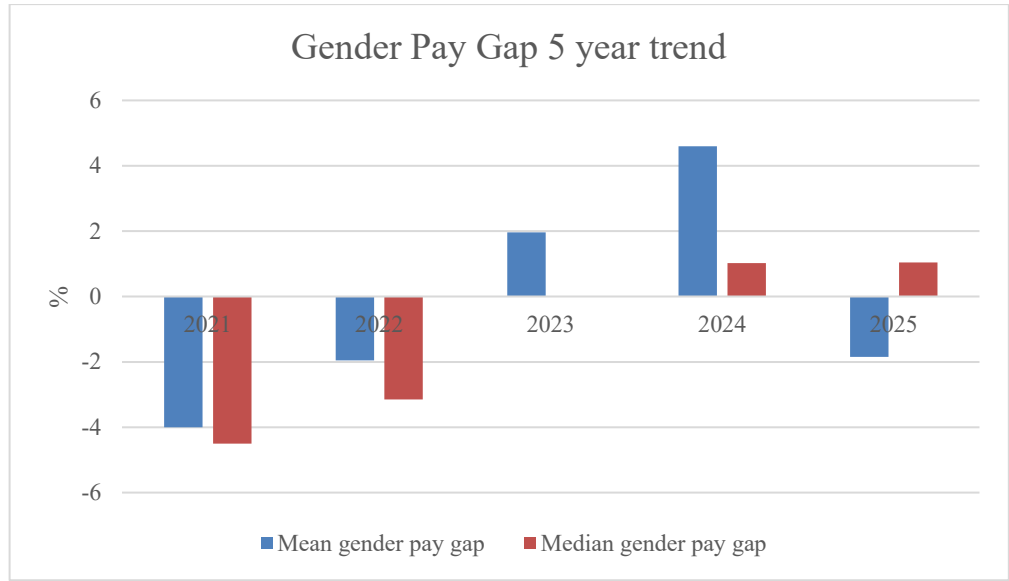
Day Group Ltd handles over five and a half million tonnes of construction material each year, as well as providing services to the construction, demolition, water treatment and recycling industries.

Day Aggregates, Day Contracting and Day Equestrian are amongst the divisions that make up the Group.

At the time of the data snapshot on 5th April 2025 the Company had continued with further growth in the 12-month period preceding with 129 starters in the reporting period and 103 leavers. 8.5% of the new joiners were female and 11.5% of the leavers were female.

Our female workforce is still mainly employed in office-based support and management functions; however, we continue to grow our female HGV driver cohort and now have females in the Operational side of the business. The chart below shows the move from negative gender pay gap to a small gender pay gap over the last five years.

This year's report shows a small negative mean gender gap of 1.85% and a small median gender pay gap of 1.04%.



Almost all employees continue to receive a bonus during the reporting period. This is due to bonuses being paid several times during the period, and regular bonuses being available such as the recruitment bonus scheme, which rewards employees for referring friends and family. During the period the annual bonus was paid as a half and full year bonus in July and January and a Christmas bonus was paid in December.

The Company will continue to work on keeping the gender pay gap as small as possible through equity and diversity in the organisation, reward initiatives and training.



David Churchill BA(Hons) FCMA CGMA

Company Secretary

2nd April 2026

Gender Pay Gap Day Group Ltd 5th April 2025

Overall percentage difference in:

Mean hourly pay difference between male and female employees **-1.85%**

Median hourly pay difference between male and female employees **1.04%**

Overall percentage difference in:

Mean bonus payment **56.73%**

Median bonus payment **6.67%**

Proportion of males who received bonus **98.00%**

Proportion of females who received bonus **97.00%**

Percentage of male and female employees according to each quartile hourly pay bands

Upper quartile Male **76.25%**

Upper quartile Female **23.75%**

Upper middle quartile Male **91.25%**

Upper middle quartile Female **8.75%**

Lower middle quartile Male **88.12%**

Lower middle quartile Female **11.88%**

Lower quartile Male **78.12%**

Lower quartile Female **21.88%**