



Gardiner & Theobald

GENDER PAY GAP REPORT

2024



Building today for a better tomorrow

Gardiner & Theobald is an independent construction and property consultancy committed to providing world class service to our clients. Our dedicated team of over 1,300 people delivers Cost Management, Project Management, Infrastructure and Specialist Consultancy services from a network of UK and US offices bound by a common purpose - to build a better tomorrow.

We define our success by the value we create for our clients, the fulfilling careers we build for our people and our contribution to the communities we work in. Our own long-term business performance aligns profit with purpose, taking social and environmental responsibility for our actions and the legacy we leave behind.

People are central to our mission. Rewarding individuals based on their unique abilities, talent and hard work, we believe in the quality of experiences and investing in a collaborative culture where all can thrive.

MISSION

World Class

Delivering value to our stakeholders, sharing market intelligence insights and preparing for the future through digital transformation

Robust and Reliable

Maintaining our market leading position and robust financial performance through a partnership structure that encourages entrepreneurial spirit

Exceptional People

Investing in talented people with a drive to succeed, who strive for improvement through collaboration and nurturing the next generation

VALUES

Environment

Supporting decarbonisation with clients, our firm and our industry

Social

Building a diverse, inclusive firm and supporting inclusive communities with opportunities for all

Governance

Setting the standard for responsible and ethical business practices while supporting our people to reach their potential

DIVERSITY & INCLUSION

We are a firm of over **1,300 people across the UK and US**. Attracting, developing and retaining a diverse workforce and creating an inclusive work environment for all is one of the guiding principles of our ESG strategy.

This past year we hosted the launch of the London Property Alliance's (LPA) Diversifying Real Estate guidebooks. We brought together NextGen members from across the industry and showcased the guidebooks published by the LPA and supported by G&T, that included: Gender, Race, Sexuality, Disability and Social Mobility. The LPA has since published its guidebook on Faith and Religion to complete the series.

Another way we are working to create a more diverse and inclusive industry is by breaking down barriers and democratising our industry for every talented individual who wants to get ahead, no matter who they are or where they come from.

By offering apprenticeships as a route to chartered qualifications with no student debt at the end, through initiatives such as our NewGen school's outreach programme which is inspiring children who might not otherwise be given an opportunity in our sector, and by championing women in the industry who are still underrepresented, we're trying to make a real difference.

...breaking down barriers and democratising our industry for every talented individual



G&T Roundtable:

RACE AND ETHNICITY IN THE BUILT ENVIRONMENT

EMPOWERING TOMORROW'S SKYLINE CREATORS AT LREF



DIVERSIFYING REAL ESTATE WITH LPA NEXTGEN

RESULTS

We do have a gender pay gap in the firm, but that does not stem from a culture of remunerating men and women differently for the same or equivalent work. When equivalent job grades were compared we see that there is no pay gap between men and women. The results are the effect of fewer women than men overall within the firm and a larger proportion of women in non fee earning roles.

Pay Gap Results

The **mean hourly pay rate** for men and women showed that the gap in favour of men reduced by just under 1% to **11.92%**. The **median hourly pay rate gap** in favour of men reduced by 4% to **13.44%**.

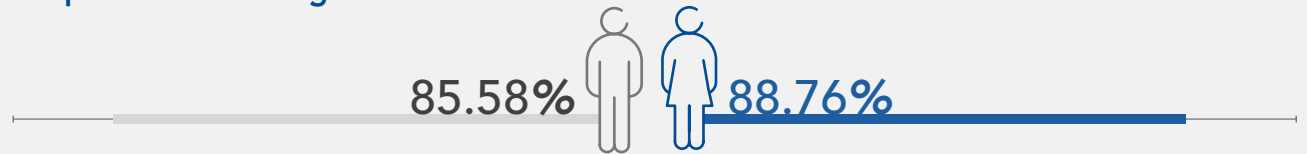
Mean Gender Pay Gap	11.92%
Median Gender Pay Gap	13.44%

Bonus Pay Gap Results

A similar percentage of men and women received a bonus over the year. When men and women's **mean bonuses** were compared we saw that men received **7.03%** more in bonuses than women. The **median bonus gap** has increased to **14.29%**.

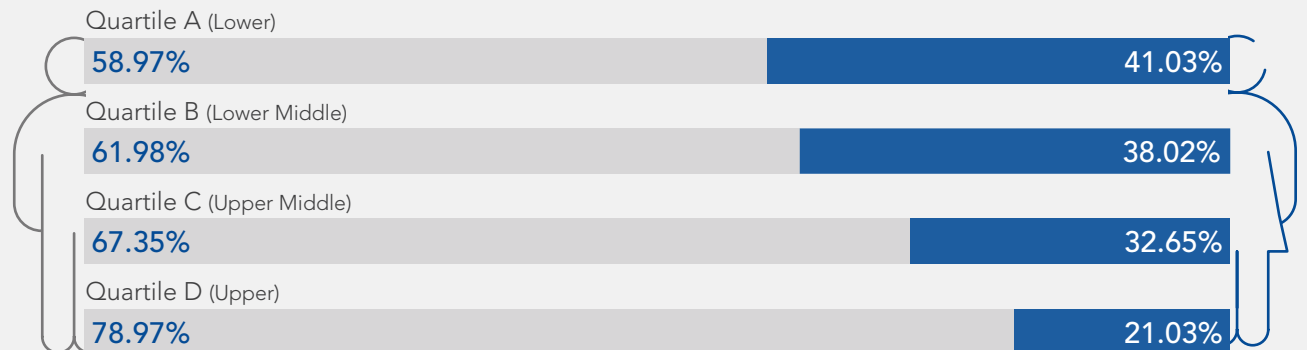
Mean Bonus Gap	7.03%
Median Bonus Gap	14.29%

Proportion Receiving a Bonus



Quartiles

The number of women in the lower middle and upper pay quartiles increased, while those in the lower quartile have reduced.



GT GARDINER
& THEOBALD

