



Gardiner & Theobald

GENDER PAY GAP REPORT

2025



Building today for a better tomorrow

Gardiner & Theobald is a professionally independent construction and property consultancy committed to providing world class service to our clients. Our dedicated team of over 1,400 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 **1,400 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.

Since 2022, G&T has been a member of the Skills for a Sustainable Skyline Taskforce. An initiative rolled out by The City of London Corporation three years ago. The initiative aims to address the dual objectives of **securing our net zero carbon future** and **upskilling a diverse range of individuals** to close the green skills gap in the construction sector.

Research conducted by the taskforce has determined that, to achieve the central goals of the initiative, individuals from a range of professional backgrounds should be given the opportunity to upskill in a sustainability context.

In 2024, we were pleased to support The City of London Corporation's launch of the Skyline Skills Hub to further progress this mission. Designed to directly tackle the green skills gap in London's commercial built environment, the platform outlines the best practice for developing such skills. It also houses a range of resources including careers guides, case studies and topical research conducted by the taskforce.



SKYLINE SKILLS HUB LAUNCH

WOMEN IN PROPERTY CENTRAL SCOTLAND



© Blue Sky Photography



THE LPA NEXTGEN SUMMER RECEPTION

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

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 5.6% to **6.34%**. The **median hourly pay rate gap** in favour of men reduced by 4.5% to **8.95%**.

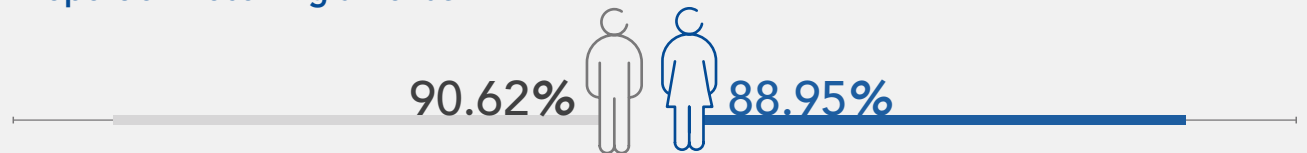
Mean Gender Pay Gap	6.34%
Median Gender Pay Gap	8.95%

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 **11.41%** more in bonuses than women. The **median bonus gap** has remained at **14.29%**.

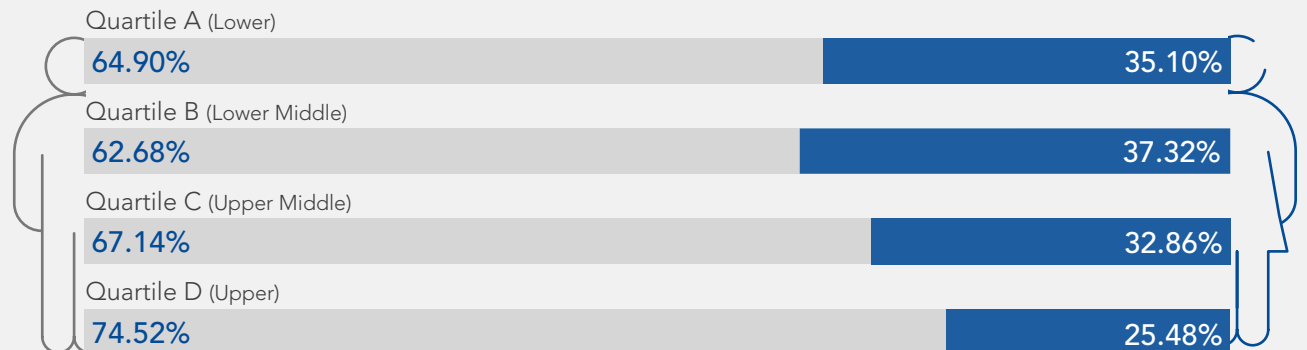
Mean Bonus Gap	11.41%
Median Bonus Gap	14.29%

Proportion Receiving a Bonus



Quartiles

The number of women in the lower and lower middle quartiles decreased, while those in the upper quartiles increased.



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