

GARDINER & THEOBALD

# Gender Pay Gap Report

*April 2026*



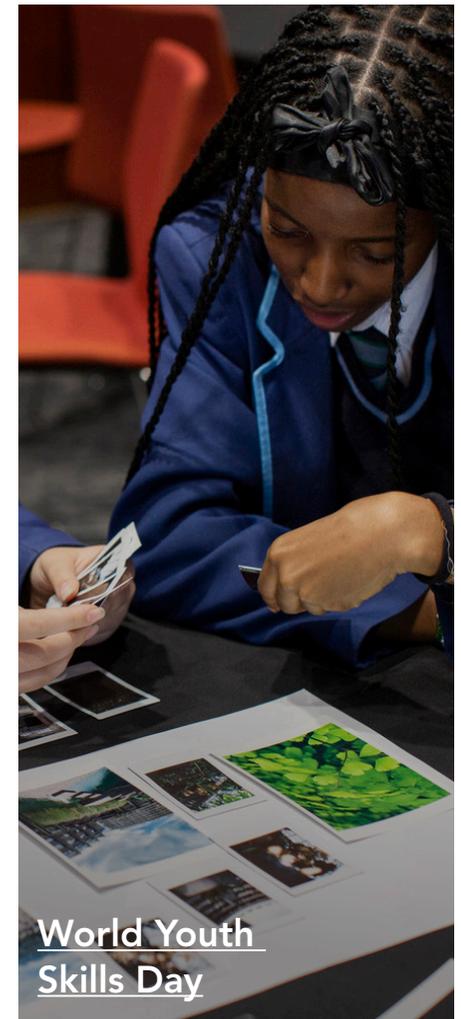
# Diversity & Inclusion

At Gardiner & Theobald, **our success is built on the strength, expertise and diversity of our people.** As a partner-led, people-powered business operating across the UK, Ireland and the US, we are committed to creating an inclusive environment where everyone has the opportunity to thrive.

We believe that attracting, developing and retaining a diverse workforce - bringing a broad range of perspectives, experiences and ideas - is fundamental to delivering better outcomes for our clients and the communities we serve. Creating a culture where individuals feel valued, supported and able to progress is a core principle of how we operate.

We are also committed to being a responsible business, embedding social value across our activities. This includes supporting social mobility, addressing skills shortages in the construction industry, improving diversity and inclusion, enhancing employee wellbeing, and reducing our environmental impact.

This gender pay gap report forms part of our commitment to transparency and accountability.



# 2026 Snapshot

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 increased by just over 1% to **7.73%**. The **median hourly pay rate gap** in favour of men increased by 3% to **12.21%**.

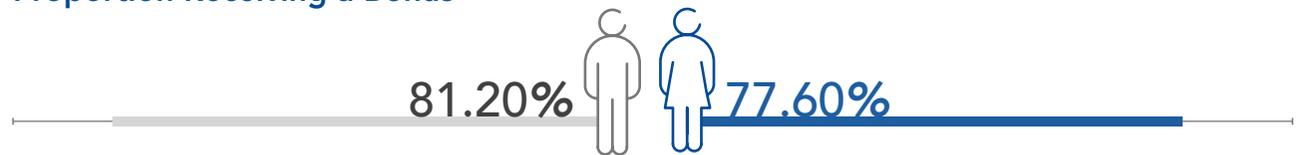
Mean Gender Pay Gap	<b>7.73%</b>
Median Gender Pay Gap	<b>12.21%</b>

### 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 **10.93%** more in bonuses than women. The **median bonus gap** has reduced at **8%**.

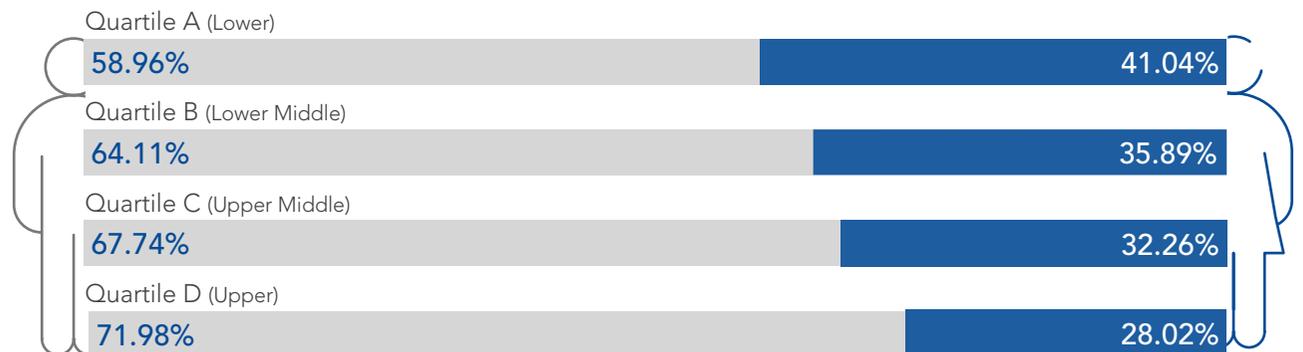
Mean Bonus Gap	<b>10.93%</b>
Median Bonus Gap	<b>8%</b>

### Proportion Receiving a Bonus



### Quartiles

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



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