



STARK BUILDING MATERIALS UK LTD

# GENDER PAY GAP INFORMATION

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# Letter from the Chief HR Officer

We are pleased to share our Gender Pay Gap Report for 2025.

Creating a diverse, inclusive and welcoming workplace at every level of our organisation remains central to our ambition to become the UK's number 1 builders' merchant. This report reflects our continued commitment to fostering an environment where everyone can thrive.

If you have any questions or would like to share feedback on this important work, please get in touch at:

[STARKcomms@starkbuild.co.uk](mailto:STARKcomms@starkbuild.co.uk)

**Carol Kavanagh**

Chief HR Officer

April 2026



# The findings

## 1.0 Gender Pay Gap – Heading findings

Year	Mean	Median
2025	-8.1%	-6.1%

Overall – the mean and median Gender Pay Gap calculations show small negative gaps, where women on average are paid slightly higher than men.

## 2.0 Bonus pay gap

Year	Mean	Median
2025	-16.2%	-66.9%

This measure shows that male colleague's bonuses were on average 16.2% lower than female colleagues. At the median point, of women who received a bonus, the payment was on average 66.9% higher than for male colleagues. This measure is reflecting an atypical year due to continued significant structural transition.

## 3.0 Percentage receiving bonus

Year	Female	Male
2025	78%	76%

This measure shows the proportion of our colleagues who received a bonus paid in 2025. These figures capture all colleagues who qualified for a bonus payment (some may have not been able to qualify due to length of service).

# The findings

## 4.0 Percentage of males and females by quartiles

Year	Lower	Lower mid	Upper mid	Upper
2025 – Female	12.4%	14.2%	17.1%	21.6%
2025 - Male	87.6%	85.8%	82.9%	78.4%

This measure above shows the percentage of male and female colleagues at each level of pay. These figures have stayed relatively flat over the years, with little change.

## Conclusion:

The mean and median Gender Pay Gap calculations show small negative gaps, i.e. women on average being slightly better paid than men.

We understand that this is a complex reflection of the wide variety of roles that our male and female colleagues are carrying out, and we are fully committed to improving diversity at every level of our organisation so that we better reflect the communities we serve throughout the UK.

## Disclaimer:

As mandated by the Gender Pay Gap regulations, these figures have been calculated based on the employees of STARK Building Materials UK Ltd at 5<sup>th</sup> April 2025.

As a result of us ongoing restructuring, we recognise that the Bonus measures in particular reflect an atypical moment in time and don't necessarily reflect the business as it moves forward.

