

## P.N. DALY LIMITED'S GENDER PAY GAP DATA

Women's hourly rate is 13% lower (mean) and 14% lower (median).

Top salary quartile has 91% men and 9% women.

Upper middle salary quartile has 83% men and 17% women.

Lower middle salary quartile has 79% men and 21% women.

Lower salary quartile has 78% men and 22% women.

Women's bonus pay is 22% lower (mean) and 7% lower (median).

54% of men and 11% of women received bonus pay.

Our gender pay gap information above is accurate as of 5<sup>th</sup> April 2023

Frank Daly

Managing Director