



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

- Women's hourly rate is 4% lower (mean) and 3% lower (median)
- Top salary quartile has 87% men and 13% women
- Upper middle salary quartile has 90% men and 10% women
- Lower middle salary quartile has 94% men and 6% women.
- Lower salary quartile has 84% men and 16% women
- Women's bonus pay is 13% lower (mean) and 33% lower (median)
- 58% of men and 13% of women received bonus pay

Our gender pay gap information above is accurate as of 5th April 2022

Frank Daly
Managing Director