



**GENDER  
PAY GAP  
2025**

**We are sharing our first Gender Pay Gap Report for Brooks Timber & Building Supplies Ltd in line with the Gender Pay Gap Information Act 2021.**

**At Brooks, we have been building our brand in Southern Ireland for many years , and our people are central to our business.**

**Our salary/pay structure is simple and transparent and based on national minimum wage structures, role and length of service.**

**Our Gender Pay Gap Report shows a high proportion of males in many roles which is observable throughout the construction and supply chain industry. We will continue to strive to attract females into our industry.**

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# Mean & Median Results

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Median Hourly Remuneration Gap	4.71 %
Mean Hourly Remuneration Gap	17.11 %
Median Bonus Remuneration Gap	0.00 %
Mean Bonus Remuneration Gap	-5.44 %



# Mean & Median Results

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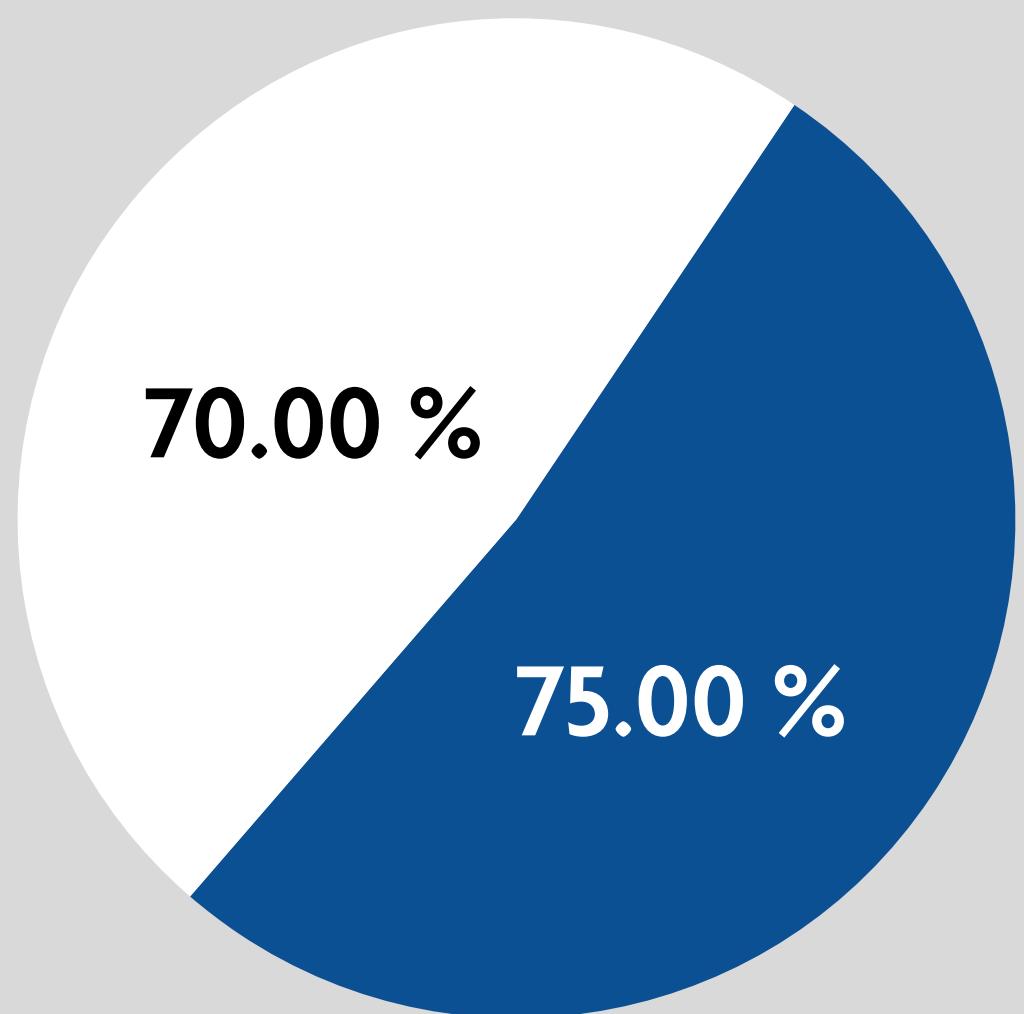
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Median Part Time Hourly Remuneration Gap	-44.36 %
Mean Part Time Hourly Remuneration Gap	-53.17 %
Median Temporary Hourly Gap	0.00 %
Mean Temporary Hourly Gap	0.00 %



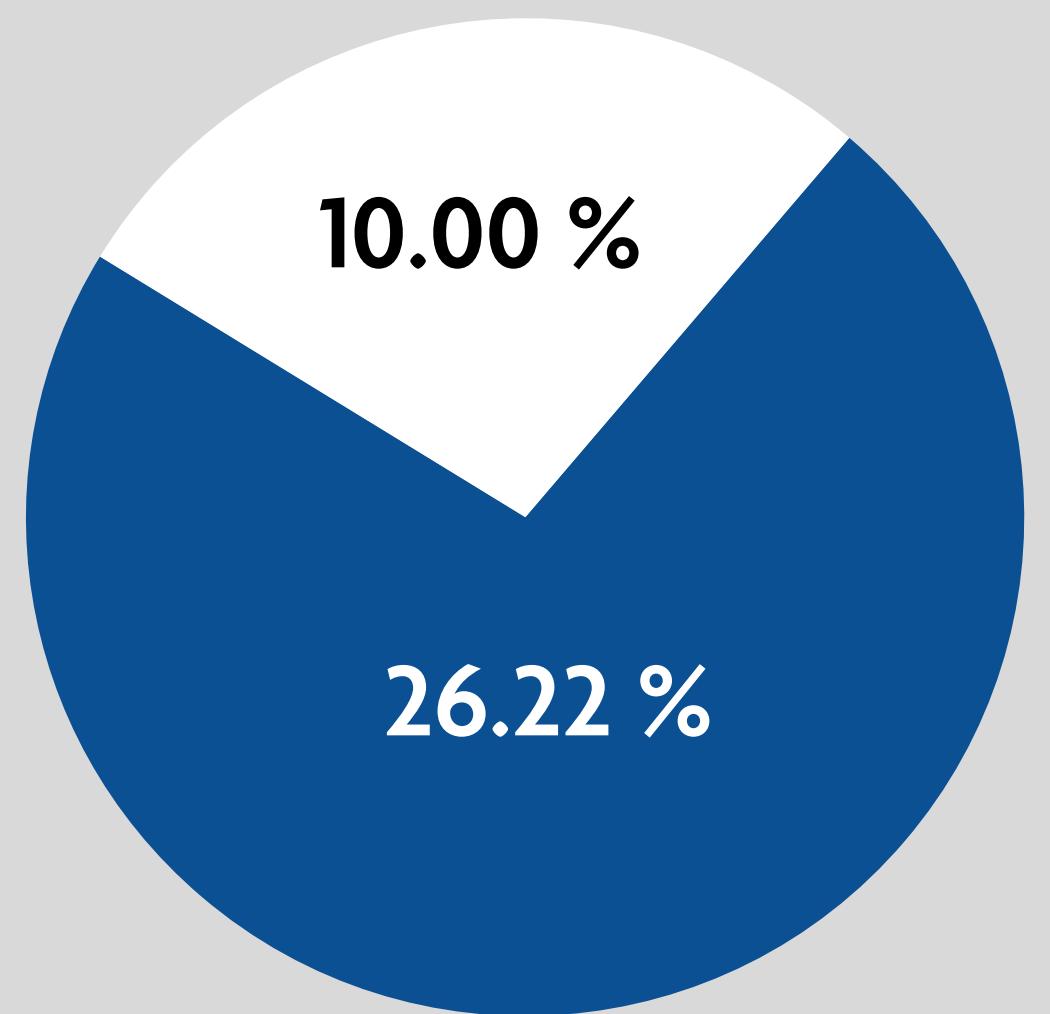
# Bonus Payment & Benefit in Kind

Percentage of Employees  
Receiving Bonus



% of men who received bonuses  
 % of women who received bonuses

Percentage of Employees  
Receiving BIK

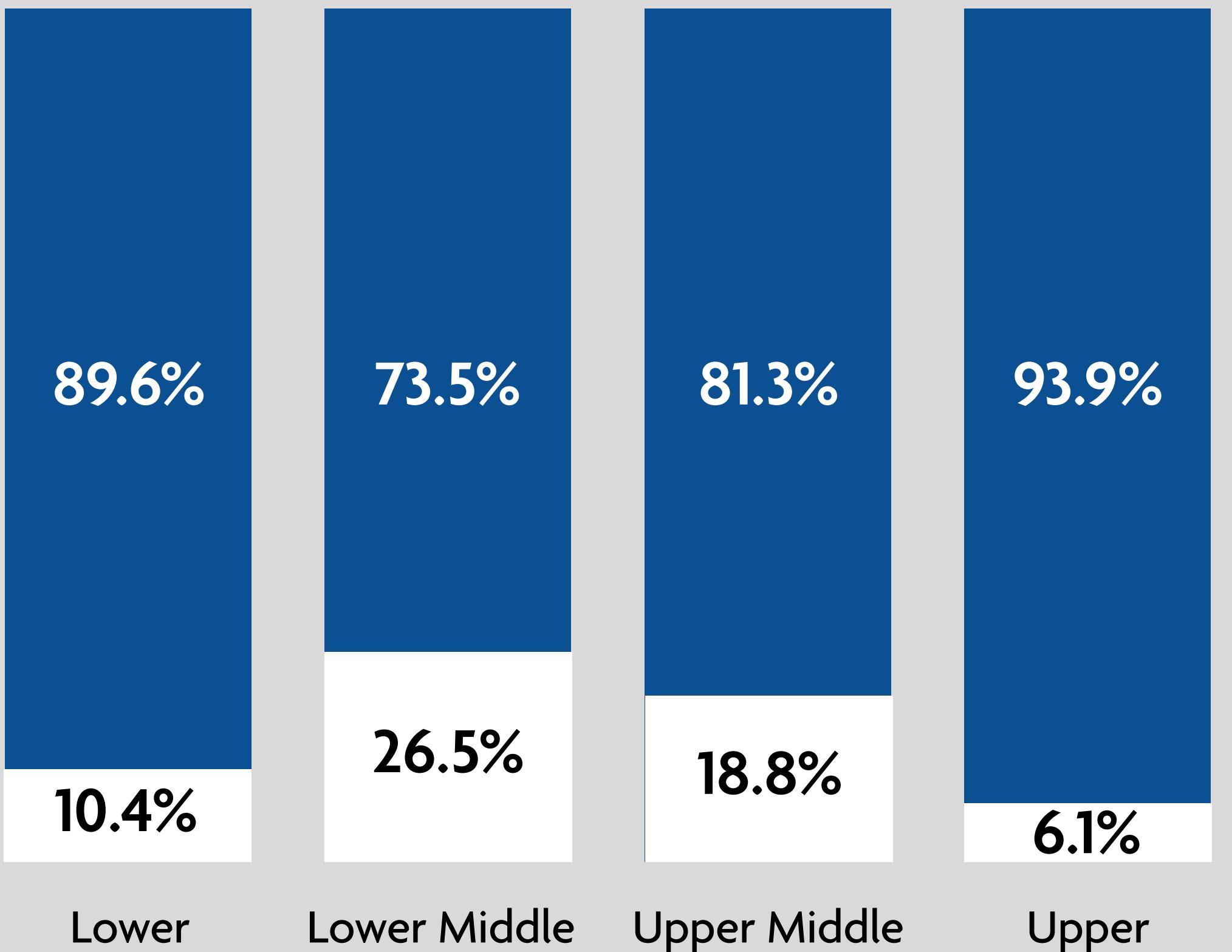


% of men who received BIK  
 % of women who received BIK

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# Pay Quartiles



Men

Women

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