

James Hargreaves (Plumbers Merchants) Ltd Gender Pay Gap Report

Published: 24 March 2026

Gender Pay Gap Report

- From April 2018, all organisations with more than 250 employees are required to report statistics indicating their gender pay gap on their own website as well as on a government website. The gender pay gap represents the difference between male and female mean and median pay across the whole business.
- The information reported in this summary relates to James Hargreaves (Plumbers Merchants) Ltd, and it is based on actual figures measured at a snapshot date of 5th April 2025. So, it is a point in time and may not reflect the current situation.
- An employer must publish six calculations showing their:
 - Average gender pay gap as a mean average
 - Average gender pay gap as a median average
 - Average bonus gender pay gap as a mean average
 - Average bonus gender pay gap as a median average
 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
 - Proportion of males and females when divided into four groups ordered from lowest to highest pay

Gender Pay Gap Report - continued

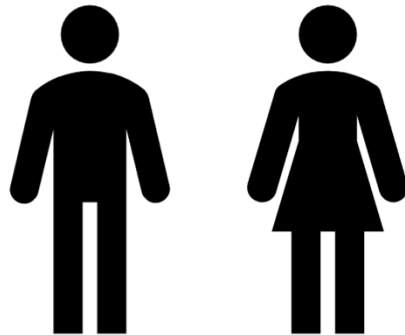
The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap should not be confused with unequal pay. Unequal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

James Hargreaves (Plumbers Merchants) Ltd is an equal opportunity employer, and our pay approach supports the fair treatment and reward of all staff irrespective of gender/ethnicity. At James Hargreaves, we pay our employees fairly and competitively, and we regularly review salaries to make sure we are doing this.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Furthermore, due to the nature of the business and the sector it falls within, females are generally underrepresented in our industry as this traditionally is a male-dominated sector.

Our Gender Composition

Male: 92%



Female: 8%

Our Gender Pay Gap

Mean Gender Pay Gap in Hourly Pay

8.4% (in favour of men)

Median Gender Pay Gap in Hourly Pay

-1.3 (in favour of women)

Data at 05.04.2025

*These figures represent the % less that
an average female colleague receives,
compared with an average male colleague*

Our Bonus Gender Pay Gap

Mean Bonus Gender Pay Gap in Hourly Pay 55.3% (in favour of men)

Median Bonus Gender Pay Gap in Hourly Pay 25.0% (in favour of men)

Data at 05.04.2025

*These figures represent the % less that
an average female colleague receives,
compared with an average male colleague*

Proportion of males and females receiving a bonus payment

Gender	Bonus Received
Female	87.1%
Male	80.1%

Proportion of males and females in each pay quartile

	Female	Male
Upper Quartile	8.7%	91.3%
Upper Middle Quartile	10.9%	89.1%
Lower Middle Quartile	5.4%	94.6%
Lower Quartile	8.7%	91.3%

Confirmation

I confirm that this statement is true to the best of my knowledge and belief.

A handwritten signature in black ink, appearing to read 'Chander Sharma', is positioned over a light green diagonal background element.

Chander Sharma

Finance Director

James Hargreaves (Plumbers Merchants) Ltd