

Gender Pay Gap Report 2025

Foreword from our Group Managing Director



Gratte Brothers operates with a workforce composed of 82% male and 18% female employees. While we are encouraged by the 23% increase in female representation since our first report was published, and the improvement of female representation seen within both the upper mid and upper quartiles this year, we recognise that we still have a long way to go in closing the gender pay gap.

Our long-term commitment remains to encourage more women into the industry and this report provides an update on the progress made over the past 12 months.

Ensuring The Right Culture

We recognise that, as an employer, one of the most effective ways we can influence the makeup of our workforce is by ensuring that our policies are regularly reviewed and updated to support gender parity and foster an inclusive culture.

Following last year's rollout of mandatory EDI training, and our decision to make this a condition of successfully passing probation, we have built on this momentum by introducing compulsory sexual harassment awareness training.

This was implemented alongside the introduction of a Prevention of Sexual Harassment Policy, which outlines our zero-tolerance approach, expected standards of behaviour, reporting procedures, and the support mechanisms available to anyone affected.

Next year's review will focus on our Recruitment and Selection Policy. This will be supported by targeted hiring manager training to help minimise bias in the recruitment process and ensure candidates are selected on merit. Pay parity will also continue to be reviewed regularly to ensure male and female colleagues in equivalent roles are compensated fairly.

Opening Diverse Pathways

While we are proud of our inclusive culture, we recognise the importance of extending our impact beyond our organisation to open up pathways into our industry.

We are therefore pleased to have recruited our second female electrical apprentice and our first catering apprentice in 2025. We look forward to supporting their development and hope their success will encourage more women to consider careers within our sector.

We have also continued our Employer Sponsorship of the London PlanBEE Apprenticeship Scheme. This programme enables cohorts of students to enrol in a unique two-year higher apprenticeship, combining college study with six rotating placements

across different employers in the industry.

We are proud to be the only building services contractor involved in this cohort and with 50% of participants female, we hope our involvement will enrich their experience and help inspire the next generation of building services engineers.

Following last year's formalisation of our work experience programme, we have also begun establishing partnerships with local girls' schools and over the summer, we were delighted to welcome four engaged and inquisitive students from Elizabeth Garrett Anderson School.

Challenging Stigma

This year, we have also continued our efforts to challenge industry stigmas by attending a number of Women in STEM events. Through promoting our business, showcasing career opportunities, and supporting these initiatives, we aim to contribute to important conversations, challenge outdated perceptions, and play an active role in driving positive change across the industry.

David Gratte

I confirm that the Gender Pay Gap Data contained in this statement is accurate and has been produced in accordance with the regulations.

Our Pay Gap Data At A Glance



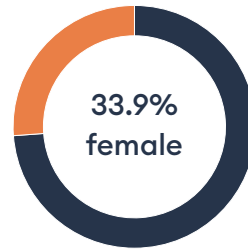
436
employees based
in the UK

3
Female
Directors

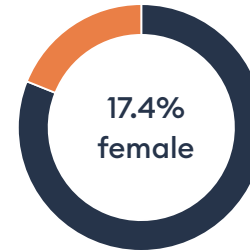


18.0%
of our employees are
female

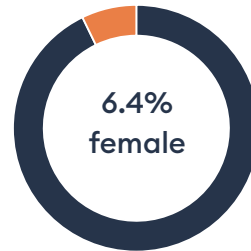
Quartiles



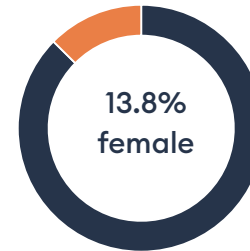
Lower Quartile



Lower Mid Quartile

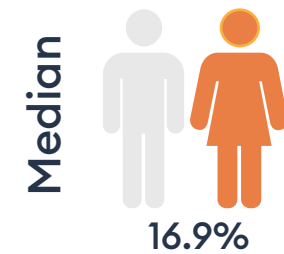
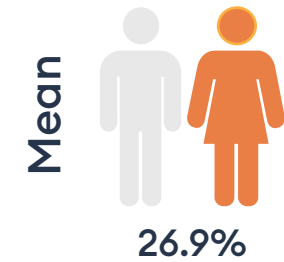


Upper Quartile



Upper Mid Quartile

Hourly Pay



Bonus Pay

