

Danpol Ltd. Gender Pay Gap Report 2025

Reporting period: 1 April 2024 – 31 March 2025

Publication date: 1 December 2025

Danpol Ltd. confirms that we pay the Real Living Wage or above to every directly employed and subcontracted colleague on UK projects. Our reward framework is benchmarked twice yearly to ensure site, depot, and office roles are treated consistently.

Headline results

- **Median gender pay gap:** 0.0%
- **Mean gender pay gap:** 0.0%
- **Median bonus pay gap:** 0.0%
- **Mean bonus pay gap:** 0.0%
- **Bonus participation:** 38% of women, 37% of men

Workforce composition

- 41% Women, 59% Men across the total workforce
- 52% of leadership roles held by women
- 47% of site supervision roles held by women following 2025 promotions programme

Actions taken in 2025

1. Introduced transparent pay bands linked to Construction Leadership Council benchmarks.
2. Expanded returnship and apprenticeship pathways to ensure equal access to skilled roles.
3. Rolled out flexible rota design for project management teams to reduce attrition.
4. Embedded inclusive leadership objectives into annual performance reviews.

Assurance statement

This report has been reviewed by the Mobilisation Governance Team and approved by the Managing Director. Danpol Ltd. will maintain Real Living Wage compliance and publish gender pay data annually in line with UK Government requirements.

Signed on behalf of Danpol Ltd.:

A handwritten signature in black ink, consisting of a stylized 'D' followed by a series of loops and a long horizontal stroke extending to the right.

Daniel Nowakowski

Managing Director

1 December 2025

Digitally signed with authorisation stored in the Danpol policy vault.

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