



Gender Pay Gap

Reporting 2025



We Supply. You Build. | *Experts*



Introduction

At CORE, we're proud to share our Gender Pay Gap Report 2025 that reflects our ongoing efforts to build a workplace where everyone can grow, achieve, and feel valued.

At CORE, we're committed to fairness, equality, and opportunity for all. Our 2025 Gender Pay Gap Report reflects the progress we're making toward a more inclusive and balanced workplace where everyone has the chance to succeed and reach their full potential.

We're proud to support and celebrate women across every area of our business from our offices to our sites recognising the vital role they play in driving our success. We continue to focus on creating a culture built on respect, collaboration, and equal opportunity, where talent and hard work are what truly define achievement.

At CORE, equality means inclusion, respect, and opportunity for everyone.



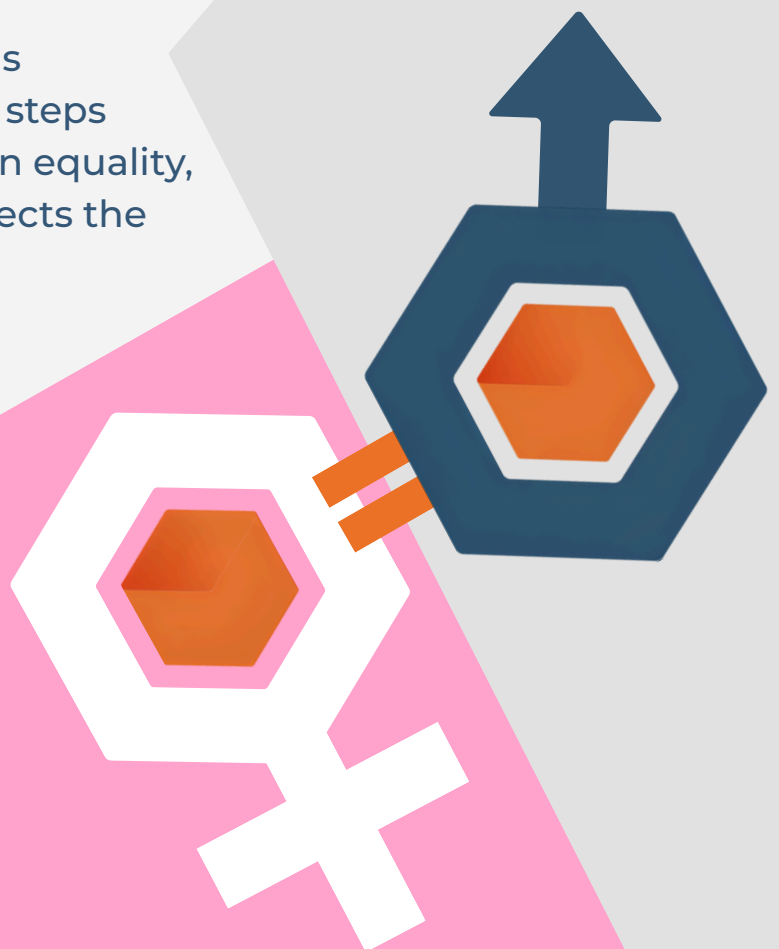


Gender Pay & Equal Pay

The gender pay gap measures the average difference in pay between men and women across our organisation, regardless of role or level.

At CORE, we continue to focus on improving balance across all roles, particularly in senior and management positions where the gender pay gap is most visible. By creating inclusive career pathways, mentorship programmes, and leadership development opportunities, we support every employee to develop and succeed in their career.

We remain committed to continuous improvement by taking meaningful steps each year to close the gap, champion equality, and build a workplace that truly reflects the diversity and talent of our people.





CORE Gender Pay Gap 2025 Analysis

Mean Pay is calculated by comparing the average pay of all male employees with the average pay of all female employees.

Median Pay is calculated by comparing the mid pay value for male employees and the mid pay value for female employees when all salaries are ordered from lowest to highest.

Hourly Pay Gap

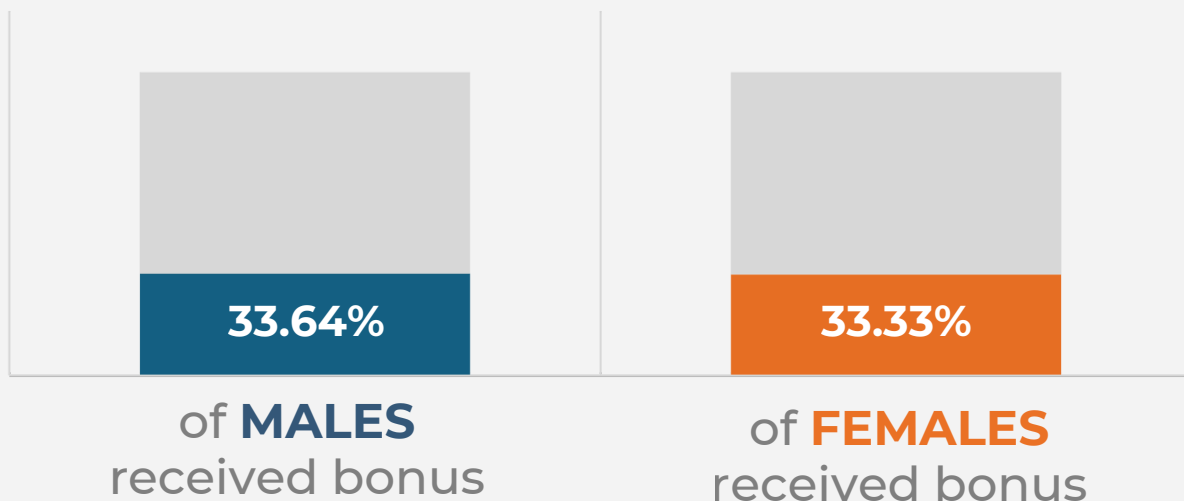
Mean Hourly Gap **-3.96%**

Median Hourly Gap **-11.51%**

Bonus Pay Gap

Mean Bonus Gap **43.78%**

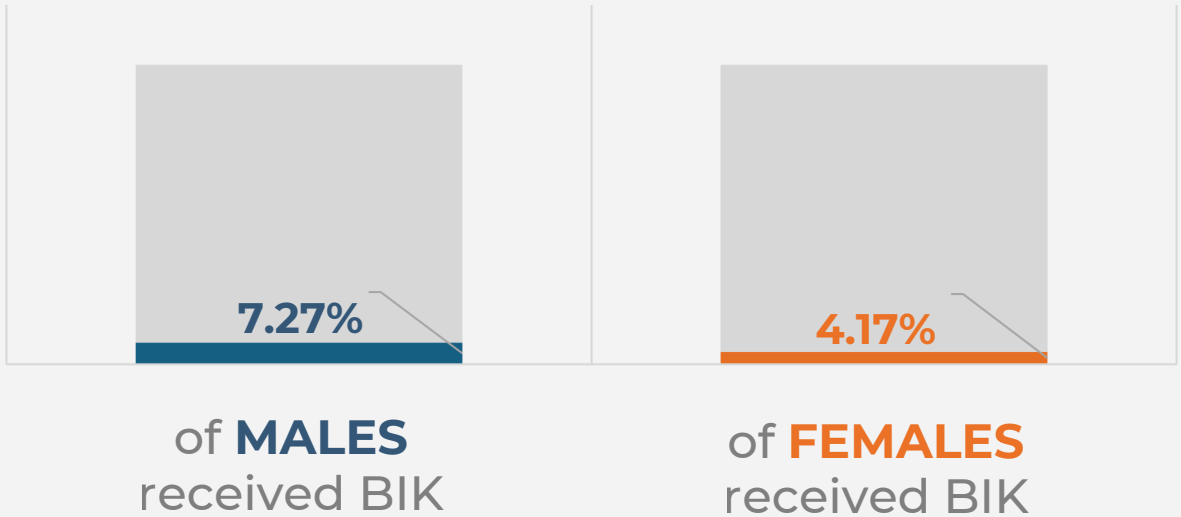
Median Bonus Gap **30.11%**





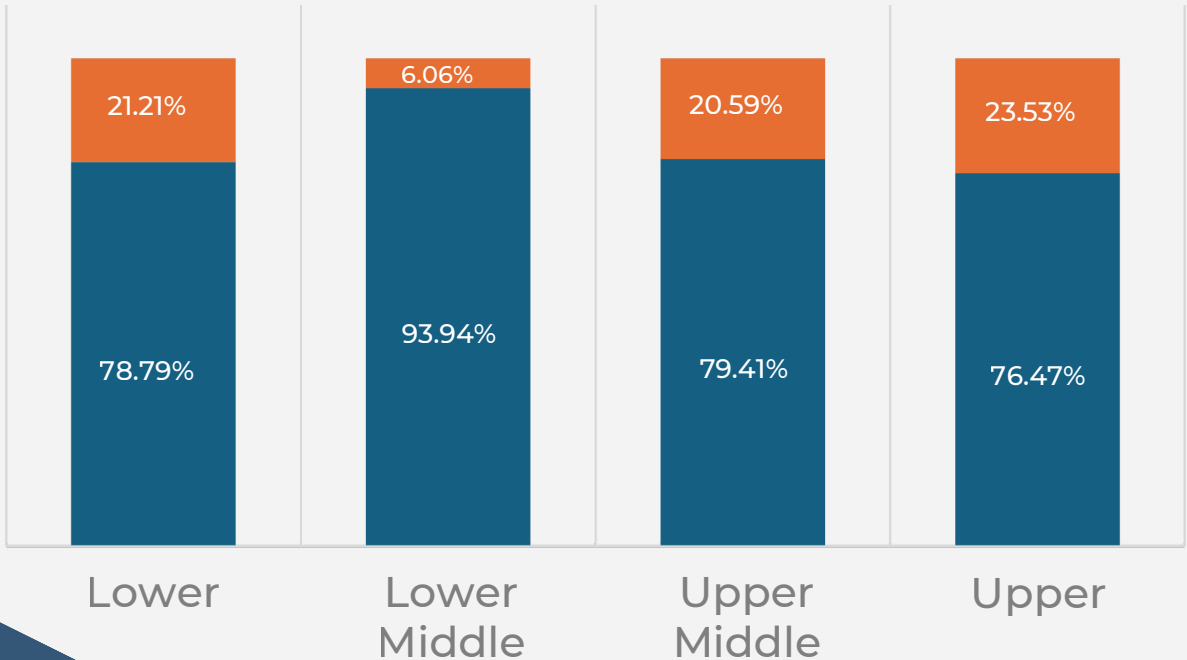
CORE Gender Pay Gap 2025 Analysis

Benefit in Kind Gap



Quartile Bands

Quartilebands show the % split pay for male and female employees at each band from lower to upper





Our Commitment 2026

At CORE, we're committed to fostering a workplace where every employee has the opportunity to contribute and thrive.

Guided by the insights from our Gender Pay Gap Report 2025, we will continue to champion equality and inclusion across our business. We're proud to celebrate and support the women who play a vital role in our success. Throughout the year, we host a variety of events and team days from International Women's Day celebrations to wellbeing initiatives and social outings. These moments bring our teams together, recognise achievements, and strengthen our commitment to creating a workplace where everyone can truly thrive.



Our Goals



Empowering our people supporting growth through mentoring, leadership programmes, and skills development for all teams.



Balancing work and life continuing to strengthen our flexible working and family-friendly policies so everyone feels supported.



Celebrating women in construction promoting visibility and participation through events, industry engagement, and community initiatives.