

Gender pay gap service

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> Gender pay gap report for 2025 to 2026

CARDO (WALES & WEST) LIMITED

2025 to 2026 Gender pay gap report

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1. Overview

**Women's median
hourly pay**

Women made up

17.4%

8.5% lower

Women earned 92p for every £1 that men earned

of employees in the highest paid quarter

10.4%

of employees in the lowest paid quarter

Women who received bonus pay

0.0%

compared with 0.0% of men

2. Main gender pay gap figures

In this organisation:

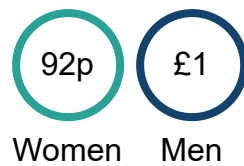
- women earned 92p for every £1 that men earned (comparing median hourly pay)
 - women made up 17.4% of employees in the highest paid quarter, and 10.4% of employees in the lowest paid quarter
-

3. Hourly pay

In this organisation:

- women's median hourly pay was 8.5% lower than men's – this means they earned 92p for every £1 that men earn when comparing median hourly pay

8p
less
▼



- women's mean (average) hourly pay was 2.4% higher than men's

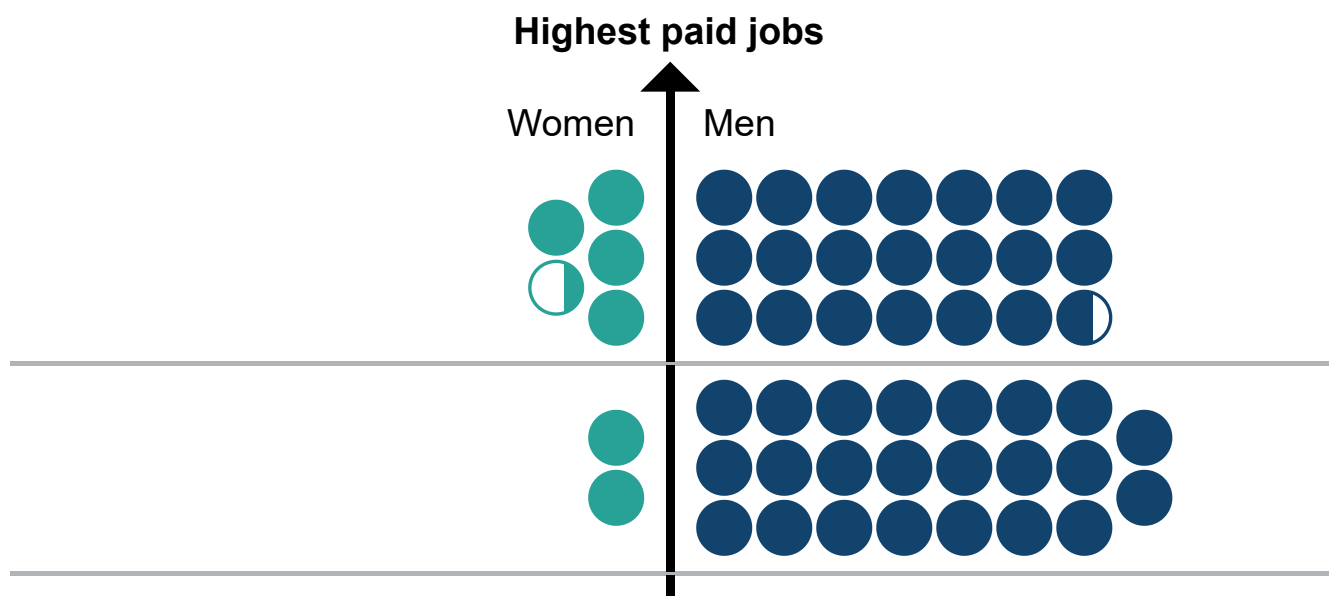
► [Read more about median and mean](#)

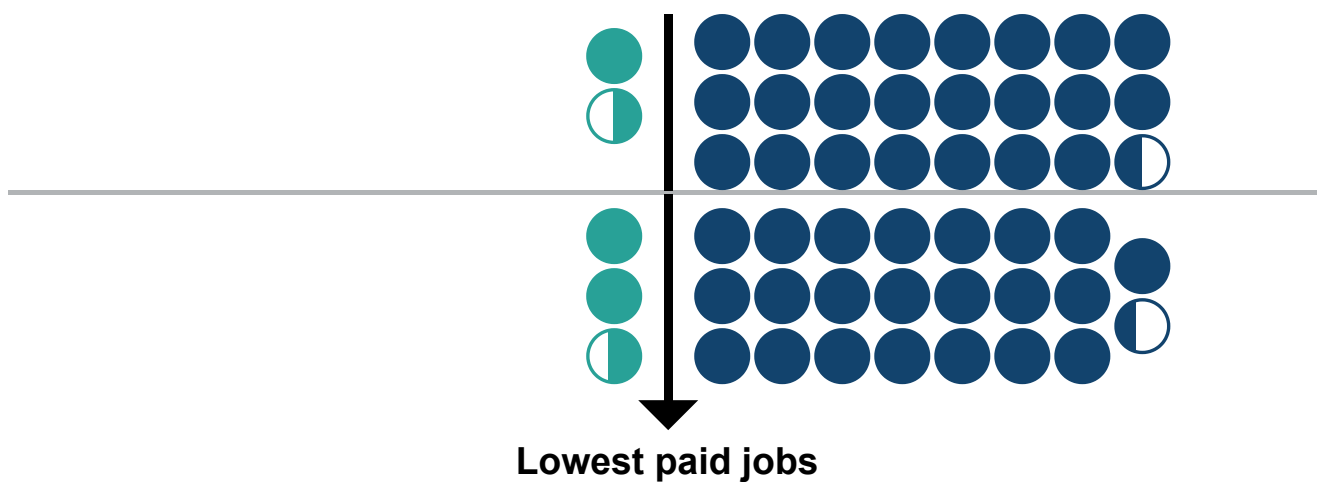
4. Pay quarters

In this organisation, women made up:

- 17.4% of employees in the upper pay quarter (highest paid jobs)
- 7.8% of employees in the upper middle pay quarter
- 6.0% of employees in the lower middle pay quarter
- 10.4% of employees in the lower pay quarter (lowest paid jobs)

☐ Show explanation for this visualisation





Each ● represents 1% of the employees in this organisation

► [Table: pay quarters](#)

► [Read more about pay quarters](#)

5. Bonus pay

In this organisation:

- no bonuses were paid

6. About CARDO (WALES & WEST) LIMITED

Registered address	Unit 1 & 2 Stuart Close Trade Park, Cardiff, South Glamorgan, Wales, CF11 8QF
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Sector	Construction
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Snapshot date	5 April 2025
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Employee headcount	250 to 499 employees
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**Person
responsible**

Ken Jones (Head of Finance)



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