

Gender pay gap service

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CARDO (SOUTH) LIMITED

2025 to 2026 Gender pay gap report

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1. Overview

Women's median
hourly pay

23.0% lower

Women made up

11.5%

Women earned 77p for every £1 that men earned

of employees in the highest paid quarter

55.7%

of employees in the lowest paid quarter

Women who received bonus pay

3.0%

compared with 3.0% of men

2. Main gender pay gap figures

In this organisation:

- women earned 77p for every £1 that men earned (comparing median hourly pay)
 - women made up 11.5% of employees in the highest paid quarter, and 55.7% of employees in the lowest paid quarter
 - 3.0% of women received bonus pay, compared with 3.0% of men
 - women's bonus pay was 67.0% lower than men's (comparing median bonus pay)
-

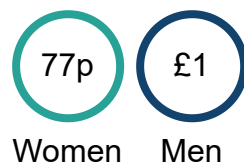
3. Hourly pay

In this organisation:

- women's median hourly pay was 23.0% lower than men's – this means they earned 77p for

every £1 that men earn when comparing median hourly pay

23p
less
▼



- women’s mean (average) hourly pay was 24.0% lower than men’s

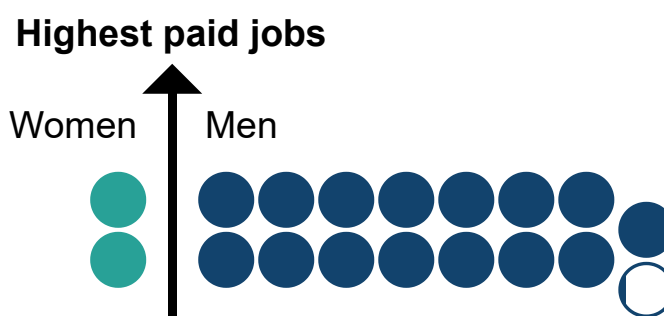
► [Read more about median and mean](#)

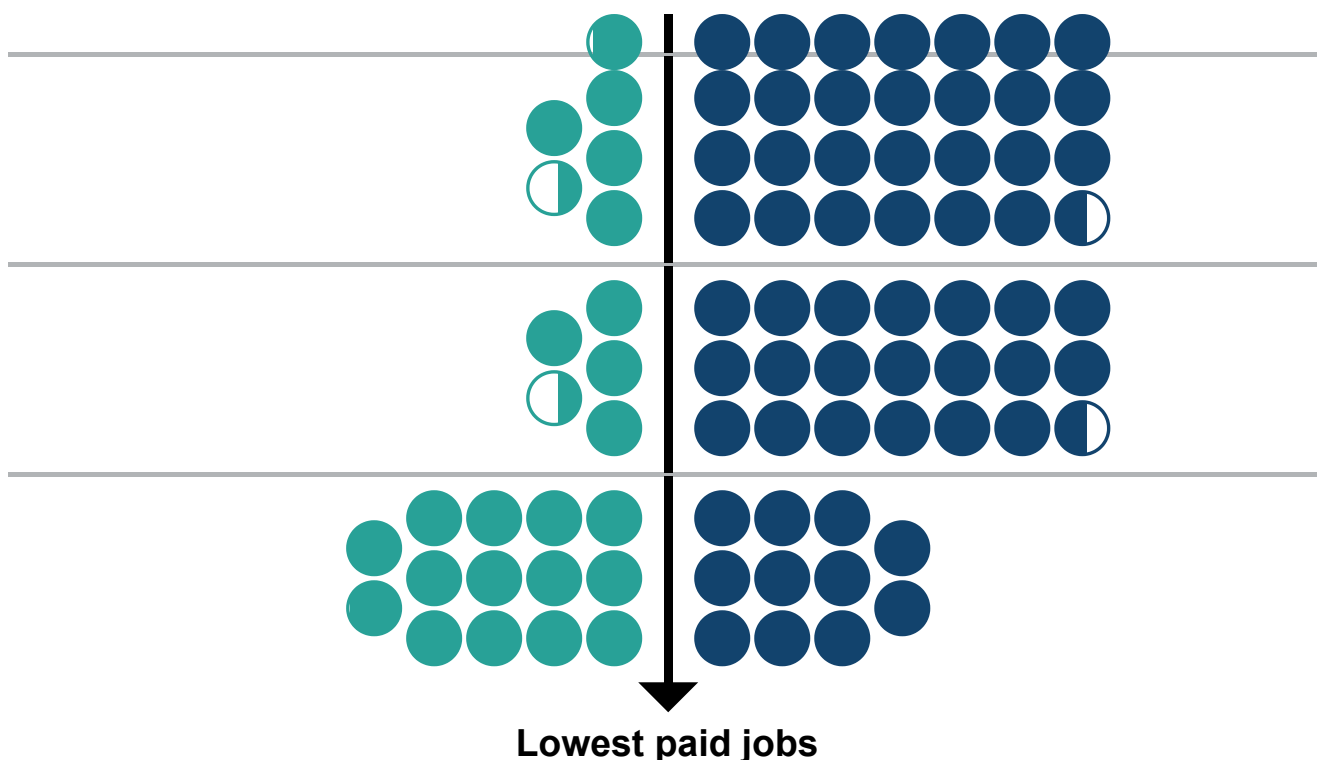
4. Pay quarters

In this organisation, women made up:

- 11.5% of employees in the upper pay quarter (highest paid jobs)
- 17.7% of employees in the upper middle pay quarter
- 17.7% of employees in the lower middle pay quarter
- 55.7% 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:

- women's median bonus pay was 67% lower than men's – this means they earned 33p for every £1 that men earn when comparing median bonus pay

67p
less
▼



- women's mean (average) bonus pay was 76% lower than men's
- 3.0% of women and 3.0% of men received bonus pay

6. About CARDO (SOUTH) LIMITED

Registered address	Unit 1 & 2 Stuart Close Trade Park, Cardiff, Wales, CF11 8QF
Sector	Real estate activities
Snapshot date	5 April 2025
Employee headcount	250 to 499 employees
Person responsible	Sophie Birken-Green (Senior Finance Manager)



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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:

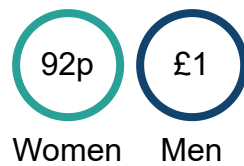
- women earned 92p for every £1 that men earned (comparing median hourly pay)
 - women made up 17.4% of employees in the highest paid quarter, and 10.4% of employees in the lowest paid quarter
-

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

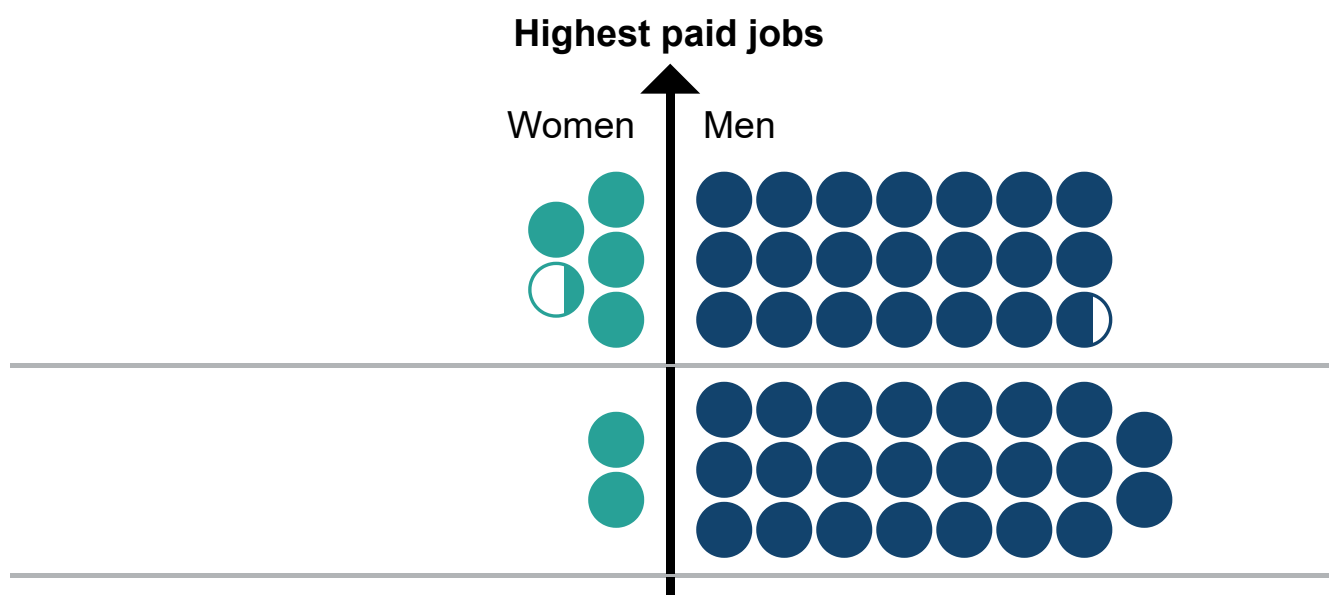
► [Read more about median and mean](#)

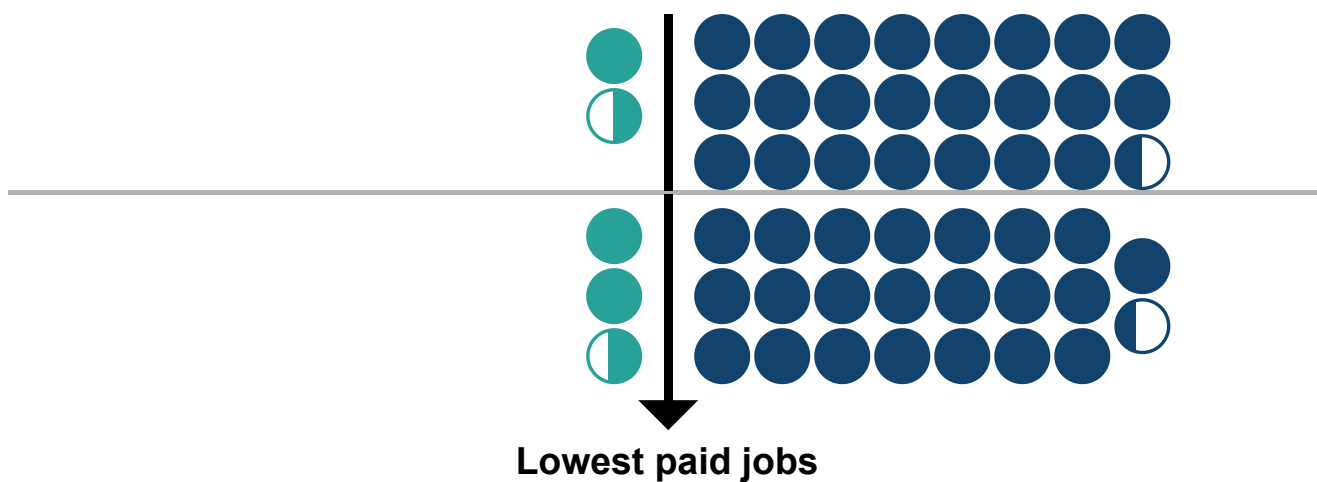
4. Pay quarters

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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