



ESG Gender Pay Gap Report 2023/24

Snapshot date 5th April 2024

276 individuals Measured

The gender pay gap measures the difference between men's and women's earnings across the company by expressing women's pay as a percentage of men's pay. This is different from equal pay. Equal pay refers to men and women receiving equal pay for equal work.

The figures below represent April 2023/24 and show our gender pay gap as the percentage difference in both our median and mean pay. We are committed to creating a diverse and inclusive workplace where everyone is welcome.

Mean Gender Pay Gap

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

- Women's hourly mean rate is **47%** lower than men's.

In other words, when comparing mean hourly rates, women earn **£0.53** for every **£1** that men earn.

Median Gender Pay Gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

- Women's hourly median rate is **52%** lower than men's.

In other words, when comparing median hourly rates, women earn **£0.48** for every **£1** that men earn.

Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

- Top salary quartile has **94.0% men** and **6.0% women**.
- Upper-middle salary quartile has **97.0% men** and **3.0% women**.
- Lower-middle salary quartile has **91.0% men** and **9.0% women**.
- Lower salary quartile has **46% men** and **54% women**.

Bonus pay

71% of women received a bonus payment.

67% of men received a bonus payment.

Difference in bonus pay

Women's mean bonus pay is **83.1% lower** than men's, excluding bonuses paid to individual shareholders the mean bonus pay difference is reduced to **64.8%**.

Women's median bonus pay is **25% lower** than men's.

ESG Overview on Pay Equity

Our analysis of the gender pay gap reflects the nature of roles occupied by men and women within the company and across the construction industry as a whole. Within individual job groups and roles, pay parity is achieved, with men and women receiving equal pay for equal work. However, the overall mean and median pay gap figures are influenced by the fact that, as of the snapshot date, only 18% of our workforce were women.

This disparity is further impacted by the concentration of women within administrative and support functions; roles which are typically lower-paid roles compared to the predominantly male workforce in higher-paid construction-based roles. These industry-wide challenges are reflected in our data but do not represent a lack of commitment to pay equity or inclusivity within the company.

We are actively working to address these disparities and improve the representation of women in all areas of the business. Our inclusive benefits, family-friendly policies, and initiatives aim to attract and retain a more diverse workforce. Notably, 28% of our current apprentices are women, and we are focused on growing this pipeline to encourage more women to pursue technical and operational roles in construction.

Moreover, 67% of women are in admin, support and apprenticeship functions and within this group the Mean calculation shows that women are paid **34%** higher than men. In other words, when comparing mean hourly rates, women earn **£1.34** for every **£1** that men earn.

We are proud of the steps we have taken so far, but we recognise there is still more to do. Achieving a balanced workforce across all levels and roles is a priority for our company, and we remain dedicated to fostering a culture of inclusion and equality.



Andy Hider
Managing Director



Lee Moore
Finance Director



Marylyn O'Kane
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