

Our Gender Pay Gap Report

What Is Gender Pay Gap Reporting?

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap. The gender pay gap is the difference in the average earnings between all men and women in an organisation.

Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women doing equal work.

Our Gender Pay Gap Report

Our organisation is comparable with our industry peers in having a gender imbalance in our working population. Men outnumber women at every level in our business, and this is the primary cause of our gender pay gap.

We also employ a large skilled workforce of operatives where women are also visibly under-represented. As a business and an industry we are already working to change this and are committed to achieving better gender representation in our workforce.

Our Gender Pay Gap Data

Difference in hourly rate

Mean gender pay gap: **Women's 23.8% lower than men's**

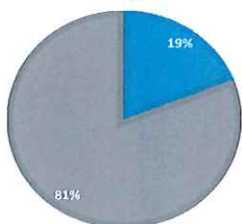
Median gender pay gap: **Women's 24.7% lower than men's**

Pay quartile

Male

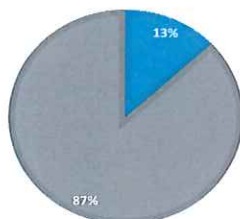
Female

Lower quartile



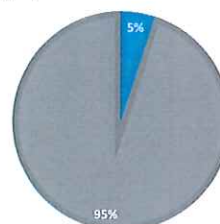
19% women
81% men

Lower middle



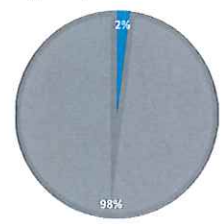
13% women
87% men

Upper middle



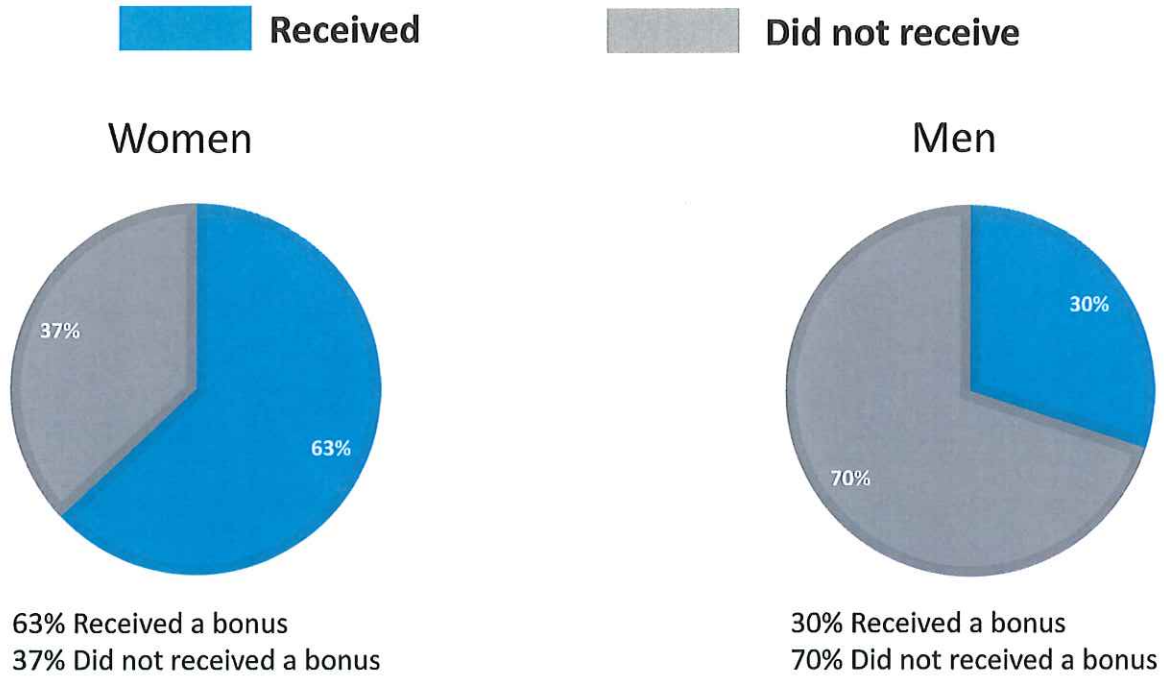
5% women
95% men

Top quartile



2% women
98% men

Bonuses awarded to colleagues



Difference in bonus pay

Women's mean bonus pay is **76.3% lower** than men's

Women's median bonus pay is **20.1% lower** than men's

To address our gender pay gap we need more women in our business and particularly in senior roles.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alan Nixon, Director