Our organisational structure has changed significantly in the past 12 months, but our employee numbers remain similar. Our distribution of men and woman has varied within the upper and lower quartiles during this year however the distribution across the organisation has not changed significantly over the last three years.

As part of the traditionally male-dominated construction industry, we have an ongoing challenge to increase our appeal to women. As a business we are looking at ways to raise the attraction to women through the development of mentoring programmes for women in leadership roles and identifying emerging talent within our organisations. This allows us to focus on fast tracking their development. Our engineering, driving and depot based positions are predominantly male dominated however, our sales desks within the depots are predominantly femaile. A key focus for the next year is to take an active involvement in Women in Engineering events across the UK.

We operate a graded salary structure and are a fair and equitable employer, irrespective of gender.  We pay our most junior employees, predominately men, at or above the Real Living Wage levels.  Our company bonus scheme is based on business performance and offers rewards to all permanent employees. The average bonus pay is higher this year for both male and female employees due to improved performance following the recent challenges. There are more men employed in senior roles which explains the difference in bonus pay values. We remain fully committed to improving the gender diversity of our business and acknowledge that our pay gap will fluctuate over time as we increase the number of women working at all levels of the organisation.

We are doing more to attract a diverse pool of talent and have introduced support for well-being and particularly menopause to support and retain women in our business.

We will continue to invest in our people and processes and monitor our gender pay gap. We will publish the 2024 results before April 2025 as a requirement of the government initiative on equal pay.

We are an employer who is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing employees’ data.

We are required to publish the results on our own website and the government website.

We have used data from 06/04/2022– 05/04/2023.

**Results 2024:**

Mean pay gap = 13.87%                                              Median pay gap = 12.69%

Mean bonus gap = 18.26%                                             Median bonus gap = 2.58%

Proportion of different genders receiving bonus payment   = 68.26% Men - 54.54% Women

Proportion of different genders in lower quartile                  = 66% Men - 34% Women

Proportion of different genders in lower middle quartile      = 79% Men - 21% Women

Proportion of different genders in upper middle quartile     = 82% Men - 18% Women

Proportion of different genders in upper quartile                 = 85% Men - 15% Women

The mean pay gap of 13.87% represents an increase in the gap compared to 12.5% we reported last year.

I confirm that I have reviewed the data used and the calculation of the Gender Pay gap and Bonus Pay Gap and that to the best of my knowledge and belief the required elements are accurately expressed in accordance with the regulations.

A pair of glasses

Description automatically generated with medium confidence

David Adams

Chief Executive Officer