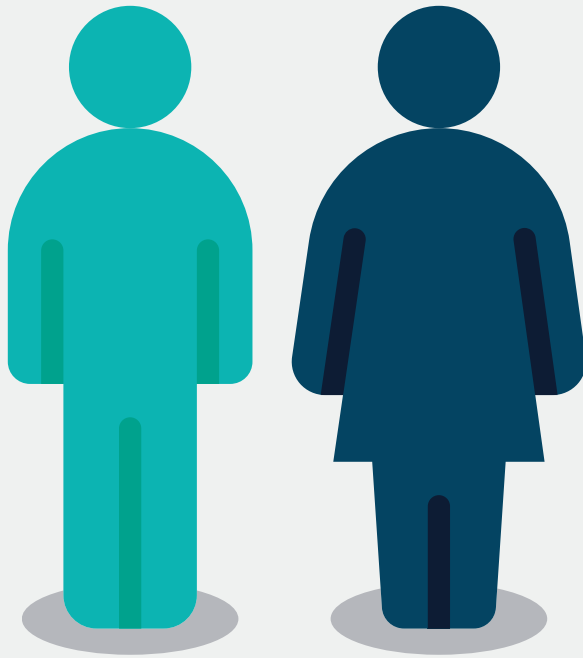




Gender Pay Gap *report 2022*





Introduction

As a private sector company in the UK who now employs over 250 staff, we are pleased to publish *our first Gender Pay Gap report*.

This is not only a statutory report, but an opportunity to review and improve our figures as we progress as a company. The Gender Pay Gap report highlights the difference between the average pay for men and women in the organisation, regardless of their role or seniority.

Results

Our gender pay gap figures reflect the relevant workforce of 268 employees as at 5th April 2022, with a wide variety of skills and job roles within the business, from labour to head office functions.

26% **74%**
female *male*



Our gender pay gap

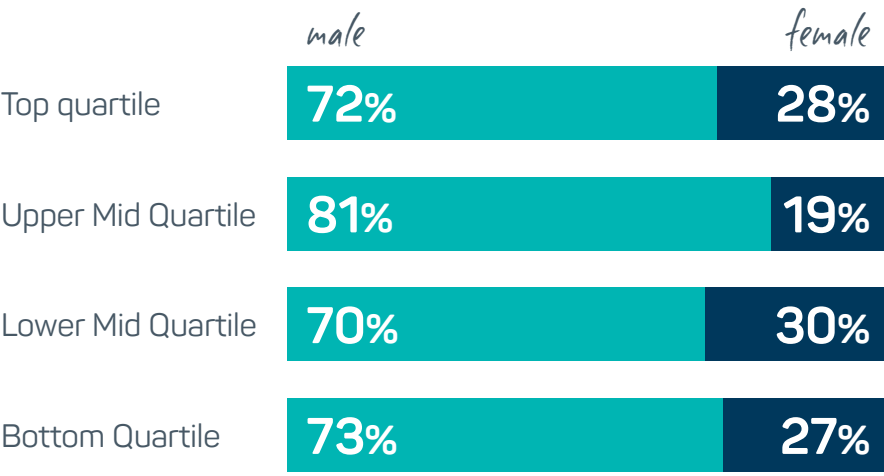
The gender pay gap is reported by calculating the difference between the mean and median hourly rate of pay for male and female employees. *You'll find the results of these figures within our business indicated below.*

Gender Pay Gap (hourly pay)



We have a mean hourly gender pay gap which is below last year's national average of 8.3%. The housebuilding industry has traditionally, for various reasons, seen a higher ratio of men versus woman entering the industry despite the varied range of roles available. Therefore, our gender pay gap reflects the disproportionate number of males in the business. The chart below better indicates the number of females to males in each quartile pay band.

Proportion of male and females in each pay quartile





We remain committed to highlighting the construction and housebuilding industry as an opportunity for both males and females, particularly in construction, technical and procurement roles.

We continue to work closely with local schools and colleges to welcome apprentices and trainees to many roles across the business. We have also recently introduced a new leadership programme, training managers within the business. **29% of colleagues on our leadership courses in the next year will be female.**



The gender pay gap for bonus pay is reported by calculating all performance payments including commission and incentives for male and female employees. *You'll find the results of these figures within our business indicated below.*

The total number of colleagues who received a bonus in the period of the report is highlighted in the graph below. It should be noted that the timing of bonus and incentive payments can effect results during the reporting period.

Gender Pay Gap (bonus pay)



Proportion of males and females receiving a bonus

