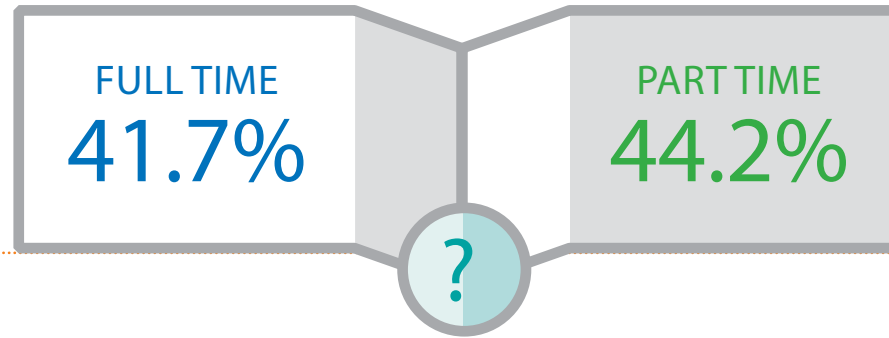


GENDER PAY GAP REPORT

The Government-defined Gender Pay Gap



ANALYSIS: HOURLY PAY GROUPS – A, B & C

COMPANY MAKE-UP

GROUP A

PAY MEAN: £16.37

NO. OF STAFF: 1,801

AS PER CENT: 73.1%

FULL TIME



PART TIME



73% of staff in Group A receive 104.8% of National Average Pay 2017

Those in Group B receive 214.9% of National Average Pay 2017 (25% staff)

The Mean Pay of Group A receive 218.2% of Minimum Wage 2017

GROUP B

PAY MEAN: £33.57

NO. OF STAFF: 622

AS PER CENT: 25.2%



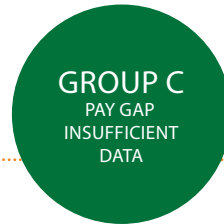
We, Construction Company (2,465 payroll staff only) pay staff fairly and well.

GROUP C

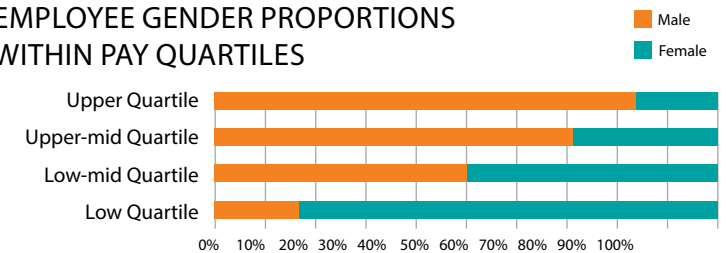
PAY MEAN: £98.85

NO. OF STAFF: 38

AS PER CENT: 1.5%



EMPLOYEE GENDER PROPORTIONS WITHIN PAY QUARTILES



The male/female ratio within each quartile varies widely, accounting for almost all of the Pay Gap

WHY IS THERE A GENDER PAY DIFFERENCE?

Because we employ people according to their history, ability, skill, contribution, guidance and availability. Here are some examples of job titles of those working in our business, in the pay groupings.

	MALE	FEMALE
A	Assistant Building Manager 193 Building Manager 57 Customer Support Operative 47	Sales Executive 370 Customer Relations Manager 57 Accounts Clerk 47
B	Senior Building Manager 14 Building Manager 14 Production Manager 5	Sales & Marketing Director 14 Head of Customer Service 14 Administrator 5
C	Managing Director 18 Divisional Managing Director 4 Finance Director Too Few	HR Business Partner Too Few Group Financial Controller Too Few Managing Director Too Few