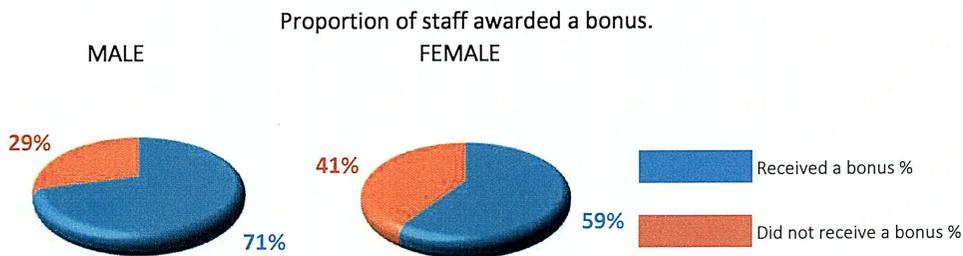


Difference between men and women

	Mean	Median
Gross hourly rate of pay	32.5%	43.7%
Bonus paid	22.1%	25.0%

The table above shows our mean and median gender pay gap based on hourly rates of pay at 5 April 2017, and our mean and median differences paid to men and women throughout the year up to 5 April 2017



The above shows the proportion of women awarded a bonus as a % of women employed and being paid. This was 12% lower than that of male counterparts. The higher proportion of female staff not receiving a bonus is due to a higher percentage of new female recruits who did not qualify to receive a bonus at the pay period snap shot.

Pay Quartiles



The above shows the gender distribution across four equally sized quartiles, each containing 74 members of staff

Women make up only around 13% of construction sector workers, a number that hasn't changed much for two decades. (From CIOB website)

We are confident that we pay men and women equally for doing equivalent job roles across the business I confirm the data reported is accurate.



Mark Beard
Chief Executive

21 February 2018