

Beard Ltd

Pay and Bonus Gap

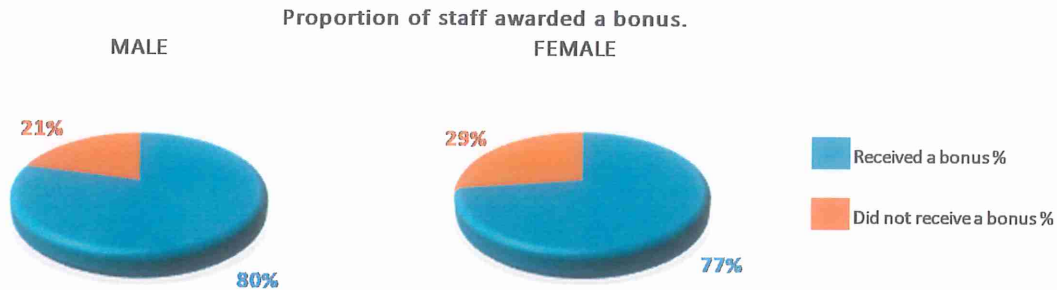
Difference between men and women

	Mean	Median
Gross hourly rate of pay	33.5%	43.3%
Bonus paid	39.0%	43.8%

The table above shows:

Our mean and median gender pay gap based on hourly rates of pay at a snap shot in time (5 April 2018)

Our mean and median differences paid to men and women throughout the year up to 5th April 2018



The above shows that the proportion of women awarded a bonus as a % of women being paid was 8% lower than that of male counterparts.

Pay Quartiles

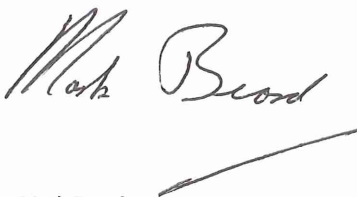


The above shows the gender distribution across four equally sized quartiles, each containing 73 members of staff

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

We are confident that we pay men and women equally for doing equivalent roles across the business

I confirm the data reported is accurate



Mark Beard
Chief Executive

4 March 2019