

**GRIFFITHS**

civil engineering and construction



# GENDER PAY GAP REPORT

2020



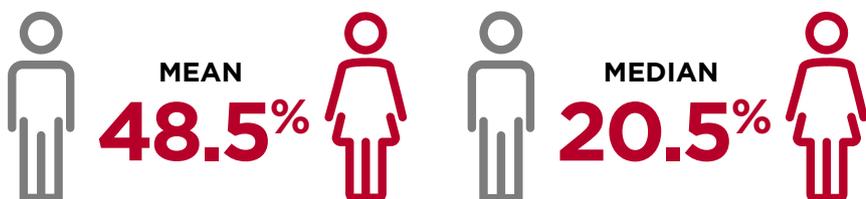
## Introduction

As of April 2017, UK legislation requires businesses with 250 or more employees to publish their gender pay gap results, covering pay and bonuses. At Griffiths, we are fully committed to supporting the principles of the gender pay gap initiative. As with many organisations in our sector, we are aware that women are typically underrepresented.

We are actively challenging this trend to attract more women into our business. We do not operate any form of discrimination within our reward structures or recruitment processes, and are committed to continuing to work to reduce the existing gender pay gap.

## Gender Pay Gap Calculations

### WOMEN'S HOURLY RATE DIFFERENCE (LOWER)



The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. Our median gender pay gap for average hourly pay was 20.5%, with our mean being 48.5%. When using the mean to calculate an average, it is influenced by the salaries of senior employees within an organisation and thus may not be truly representative of the average earnings of a typical employee. In taking the median, the middle value of the data is considered, and consequently it is considered a better indicator of typical average earnings.

As has been customary in our industry we have a high population of males. This is particularly apparent in our leadership team and site based civil engineering operations, which is the area of our business where the majority of our staff are employed. Office for National Statistics data shows the median gender pay gap across the UK as a whole is 15.5%. Our figures are lower than the construction sector average of 40.9%, which illustrates our strong commitment to paying men and women in comparable roles equally.

Our mean figure illustrates the fact that most senior roles within the organisation are currently held by men. We are committed to looking for the right gender balance by continuing to mentor, promote and recruit more women into senior positions.

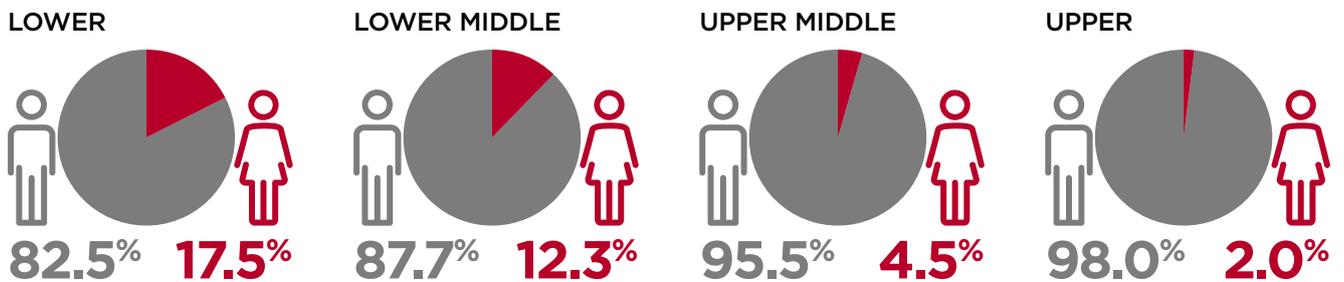
# Bonus Payments

% of employees receiving a bonus    Bonus Gap



Only a very small proportion of employees who work within leadership roles were in receipt of a bonus payment during the reporting period. A majority male base for the leadership team is reflected within the average bonus award data. We are working to address this imbalance within our business.

# Gender Pay Gap Quartiles



Women represented 9.1% of the relevant employees for the purpose of gender pay reporting and the quartile bands reflect the fact that the overall proportion of males within the business is higher than women.

The 2020 data has been significantly affected by the impact of the Covid-19 pandemic which led to us taking a decision to furlough a significant proportion of our employees over a period which included the gender pay reporting snapshot date.

# Encouraging and Supporting Diversity

There are a number of things that need to change in order to address the gender pay gap. We will regularly review our recruitment materials, sources of candidates and practices to ensure that they remain free of any gender bias and utilise opportunities to upskill or retrain which are available through apprenticeships - both internally and externally.

To attract more women into our industry, we will actively use role models from our business to encourage female students to consider career opportunities with us. This includes taking part in careers fairs and educational engagement activities.

In addition to activities to attract more women to join our business, we will actively participate in our parent company's recruitment programme to ensure that our business is an inclusive environment where women can develop and successfully progress their careers.

I confirm that the information contained in  
this written statement is accurate.

A handwritten signature in black ink, appearing to read 'S Tomkins', with a horizontal line underneath the name.

STEPHEN TOMKINS,  
Managing Director