



# GENDER PAY GAP REPORT

2021



## Introduction

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.

Griffiths has been and continues to be on a journey to actively challenge this trend by attracting and recruiting more women into the business, at all levels of the organisation by creating an environment that inspires and supports everyone.

## The Industry

According to Women in STEM statistics in January 2021, only 19% of undergraduates undertaking engineering and technology degrees were women. This represents the lowest percentage of female students within the STEM subject breakdown and reflects only a 1% increase in the number of females studying engineering and technology degrees in the last six years. This is at a time when acceptances on to engineering undergraduate degree courses are up by 21%.

We are confident that we do not operate any form of discrimination within our compensation frameworks or recruitment processes, and are committed to continuing to work to reduce the existing gender pay gap. We fully recognise that despite our highest commitment, dedication and enthusiasm this gender pay shift will take time.

Data used by the government shows that women now account for 10.3% of engineering professionals\*. The percentage has remained static despite the increasing number of employees working within this industry.

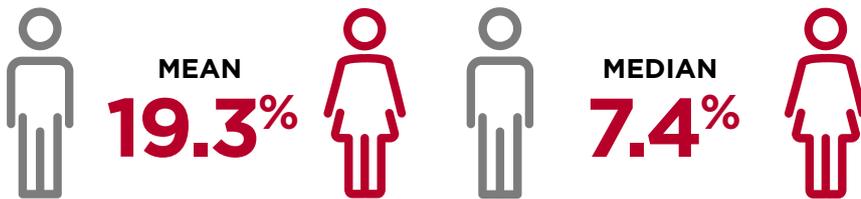
The construction industry employs 2.1 million people in the UK and according to the Women in Construction Summit, only 11% of these employees are women and just 1% of operatives on site.

In 2021 Griffiths reported a workforce of 10.5% women and 89.5% men.



# Gender Pay Gap Calculations 2021

## 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. In 2020 our median gender pay gap was 20.5%, with our mean being 48.5%. In 2021, our median gender pay gap for average hourly pay reduced to 7.4% with our mean improving to 19.3%. These improving figures demonstrate a positive start to the long term journey and commitment Griffiths is invested in.

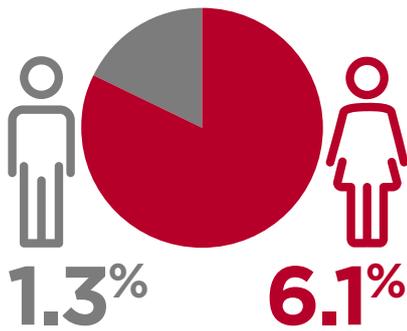
When using the mean to calculate an average, similarly to 2020 it is influenced by the salaries of senior employees within the organisation and thus may not be truly representative of the average earnings of a typical employee. In taking the median, the middle value of the data is considered, and consequently it is considered a better indicator of typical average earnings.

In 2021, according to the Office For National Statistics, the difference between average hourly earnings for men and women (the Median Gender Pay Gap) in the United Kingdom for all workers was 15.4%, with the construction industry reporting a Pay Gap approaching 45%. Griffiths has reduced its gap to 7.4%, tracking 8.0% below the UK average and 37.6% below the construction industry average. This reflects a 13.1% reduction in the median Gender Pay gap over the prior 12 months, however it is important to note, Griffiths 2020 data was heavily impacted by Covid-19.

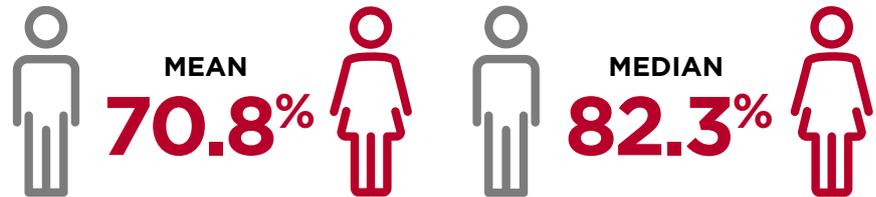
Despite our heightened focus on driving inclusivity and diversity in Griffiths, engineering and construction have traditionally been and continue to be male dominated professions. This continues to be seen in our senior leadership team, field based people leadership roles and site based civil engineering operations, which is where the majority of our employees are employed. Through our heightened efforts to attract new female talent to the industry, 2021 saw a 34.7% increase in the number of female employees at Griffiths.

# Bonus Payments

% of employees receiving a bonus



Women's bonus payments difference (lower)



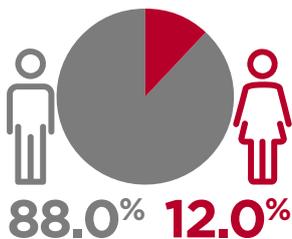
In 2021, there were only a small number of employees, approximately 1.8% of the employed workforce who were eligible for participation in the bonus scheme.

Of the 1.8% of employees eligible to participate in the bonus scheme in 2021 - 35% were women an increase of 26.7% from the 8.3% participation in 2020. This increase in participation is the result of the focus and priority of our recruitment activities - bringing more women into leadership positions and also into highly skilled, bonus eligible positions within Griffiths.

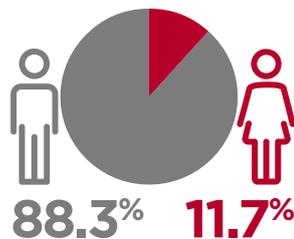
89% of the workforce are men and 65% of all bonus payments in 2021, were made to men - reflecting the number and seniority of men within Griffiths. The Median Bonus and Mean Bonus gaps have improved in 2021, a reduction of 27.2% and 12.8% respectively since 2020. Griffiths acknowledges there is much work to be done in this area to correct the imbalance - and this a key part of the journey the business is undertaking.

# Gender Pay Gap Quartiles

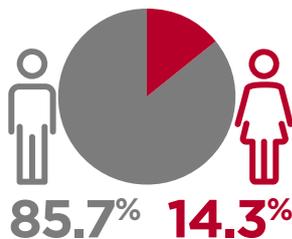
LOWER



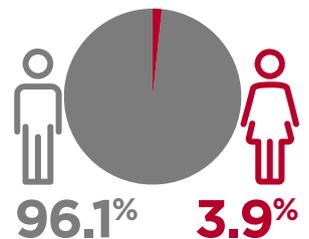
LOWER MIDDLE



UPPER MIDDLE



UPPER



In 2021, 50.8% of men were paid in the upper or upper middle quartile, compared to 43.3% of females, however this reflects a significant shift from 2020 when 53% of men were in the upper or middle upper quartile and only 17.9% of women were in the same quartile. This change reflects the focus and priority to inspire and support women to join our business and create a positive culture which recognises, rewards and develops talent.

Women represented 10.5% 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.

# Encouraging and Supporting Diversity

We are pleased to see the positive progress and impact being made to close the gender gaps on pay and bonus – albeit the steps are small. Griffiths is on a journey and we recognise the changes required will take time, continued focus and prioritisation. Through our commitment, dedication and passion to drive inclusion and diversity – we are confident further progress and positive change will take place in 2022.

Through Griffiths' commitment to increase diversity, we will be reviewing our recruitment and selection processes, taking positive steps to ensure we offer a truly inclusive neuro diverse experience for our candidates. Business leaders involved in recruitment, selection and promotion decisions will undertake specialist training.

We will continue to focus on attracting more women into our industry – focusing our Early in Career strategy and activities to build a future career pipeline of apprentices, students and graduates in partnership with local educational institutions, as well as review our benefits package ensuring it is attractive and inclusive to all employee demographics.

In 2022 we will also be launching an Employee Referral Scheme – what better way to encourage talent to join our business than from the positive experience and reinforcement of existing highly skilled employees. We are proud of our Griffiths culture and this together with our established values and the progress we have made to date, enables us to have confidence in our talented employees to encourage and attract others to join our business. We are confident the role modelling and advocacy of our highly skilled and talented female employees is key to inspire new and future generations to trust and invest their development and career pathway with Griffiths.

We are on a positive and exciting journey and are confident great progress will continue to be made in 2022.

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



STEPHEN TOMKINS,  
Managing Director