



GENDER PAY GAP REPORT

2019

Introduction

At Griffiths, our people are our greatest and most valuable asset. Without the dedicated teams and their combined efforts, we would not be the successful and respected business that we have today.

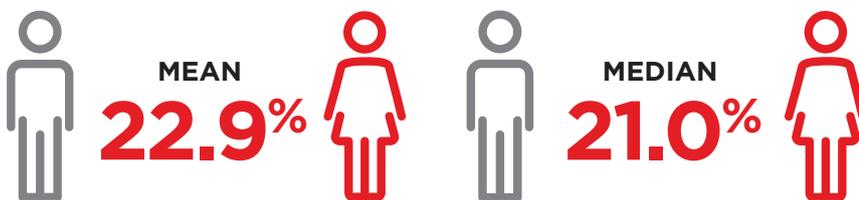
Therefore, a core part of the Griffiths strategy centres around the wellbeing, development and retention of our people and we are striving to build and embed a high performing and positive culture in a diverse and inclusive environment where our people are proud to work.

We want to be an employer of choice and are fully committed to supporting the principles of the gender pay gap initiative and closing the gap between our male and female employees.

As with many organisations in our sector we are aware that females are typically under-represented and continue to actively challenge this trend.

Gender Pay Gap Calculations

WOMEN'S HOURLY RATE DIFFERENCE (LOWER)



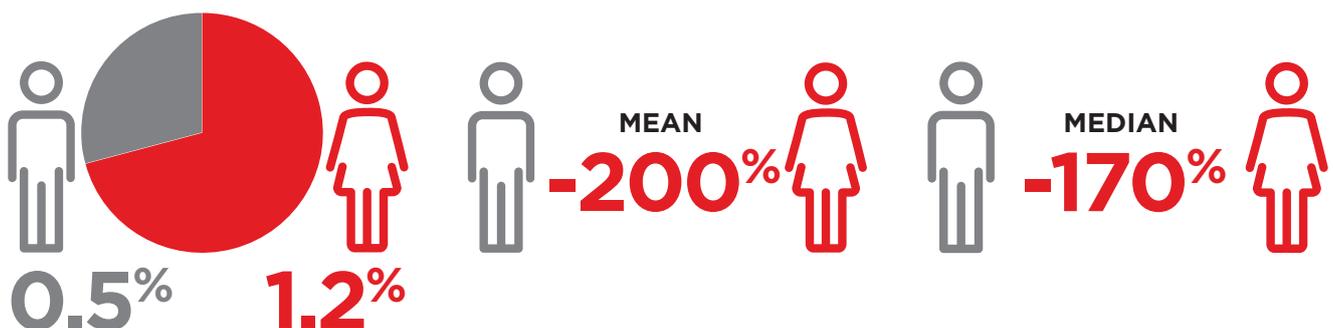
The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. Our mean gender pay gap for average hourly pay as at April 2019 was 24.1%, with our median being 23.2%.

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 is customary in our industry we have a high population of males. Whilst our figures illustrate a step backwards from the previous year, we remain committed to reducing this figure by continuing to mentor, promote and recruit more females into senior positions.

Bonus Payments

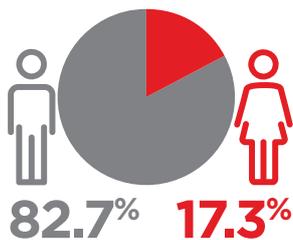
% headcount receiving bonus Bonus Gap



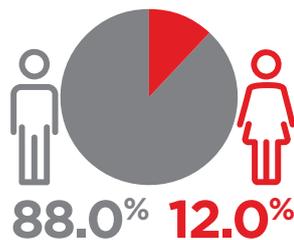
Bonus payments are typically only made to senior managers within the organisation.

Gender Pay Gap Quartiles

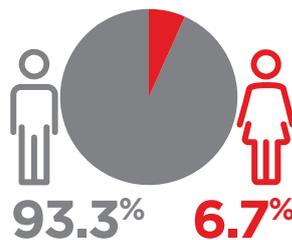
LOWER



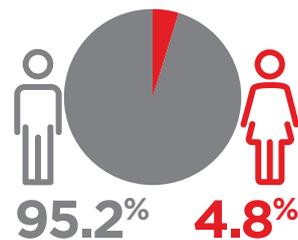
LOWER MIDDLE



UPPER MIDDLE



UPPER



The quartile bands reflect the fact that the proportion of males within the business remains higher than females which is an accurate reflection of our workforce.

The Lower Middle to Upper Middle bands identifies that the number of females throughout these bands are proportionately balanced. The Upper quartile demonstrates that we are under-represented by females at senior level

The lower quartile has shown an increase since the last report which can be attributed to some of the work that has been done to encourage more females into our business. With development opportunities and support we anticipate there to be positive movement through the Bands.

Encouraging and Supporting Diversity and Next Steps

We are committed to continue on our path towards a more diverse and inclusive workforce, some of our key actions are:

- Our 2019-2021 Business Plan sets out our Equality, Diversity and Inclusion (EDI) aims, goals and priority activities toward meeting our objective of being recognised as an industry leader in equality and diversity. To help us achieve our objectives, we have EDI champions and allies across various levels within the organisation, including Board level. Our ambition is to become an industry leader with regards to EDI
- We have started a project to review and update all of our HR policies and processes to ensure they are inclusive and non-discriminatory, providing equal opportunities and flexibility
- We have well established contacts with local educational bodies which we utilise to help promote our sector which we do via careers fairs, work experience, site/business visits etc.
- We continue to attend and support International Women's Day run by the Construction Industry Training Board (CITB), where the focus is the attract and increase the profile of females in the Construction and Engineering industry

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



MARTYN EVANS
Executive Director