



GENDER PAY GAP REPORT

2024

Chartered Institution of
CIVIL ENGINEERING SURVEYORS

Presidential Theme

September 2024 – September 2025



MAKE SPACE
EDUCATION

Alison Watson M



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.

Griffiths continues to be on a journey to actively challenge this trend by attracting and recruiting more women into the business and by creating an environment that inspires and supports everyone.

The launch of our Balanced Scorecard in 2023 was aligned with our purpose, vision and company values of Collaborative, Driven, Proud and Respectful, and has helped guide our ongoing efforts and activities to reduce our Gender Pay Gap. Much more work remains to ensure we continue making progress.

We have continued in our efforts and activities to reduce our Gender Pay Gap however, our employee demographic changed in 2024, and much work remains to ensure we continue making progress.

The Industry

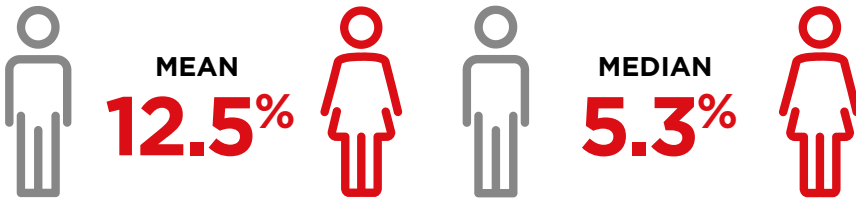
In May 2024, research from Engineering UK found that the proportion of women working in engineering had declined between 2022 and 2023, from 16.5% to 15.7%, a drop of 38,000 women. Additionally, this decline was concentrated among women aged 35 to 44. This is contrasted with women making up 56.1% of the wider workforce in the UK.

In 2021 Griffiths reported a workforce made up of 10.5% women and 89.5% men and in 2022 we

were pleased to confirm this improved to 12% females and 88% males. We continued to prioritise improving this gender diversity ratio in 2023 and our female population increased to 13% and 87% males. Gender diversity ratio is a key strategic objective for Griffiths and is reflected as a metric for the business in the Balanced Scorecard. In 2024 our overall workforce reduced by 8.5% however we were pleased to maintain the same gender diversity ratio of 13% females and 87% males.

Gender Pay Gap Calculations 2024

WOMEN'S HOURLY RATE DIFFERENCE (LOWER)



The mean gender pay gap measures the difference between men and women's average earnings for normal working hours. According to the Office for National Statistics the percentage difference has been declining slowly over time and over the last decade it has fallen by approximately 25%. Among full-time employees the mean gender pay gap in April 2024 was 7.0%, in April 2023 it was 7.5% it was 8.3% in 2022 and was 7.7% in April 2021. Construction companies reported the largest mean gender pay gap of any sector in the 2021-22 financial year, with a gap of 23.7% according to analysis by the CIPD.

In 2024, the median gender pay gap was 5.3%. Our mean gender pay gap for 2024 has increased to 12.5% (10.6% in 2023).

Our overall employee headcount has reduced by 8.5%, 7% being female.

Our long term commitment to driving and delivering equality amongst our roles and employees remains firm and strong. These organisational changes have impacted the number of women in senior leadership positions within the business, which is reflected in this year's figures.

Bonus Payments

% OF EMPLOYEES RECEIVING A BONUS

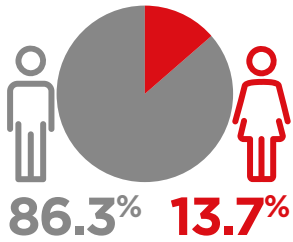


3.4% of employees were eligible to participate in the bonus scheme in 2024 - 23% were women and 77% were men, compared to 24% and 76% respectively in 2023. In 2022, 80% of all bonus payments were made to men - reflecting and reinforcing the number and seniority of men with Griffiths at that time.

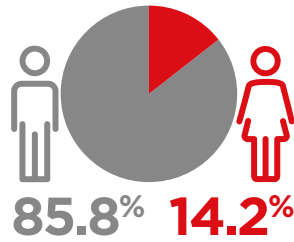


Gender Pay Gap Quartiles

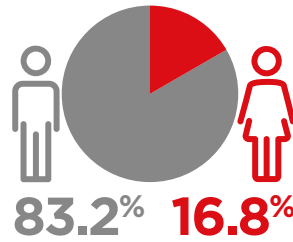
LOWER



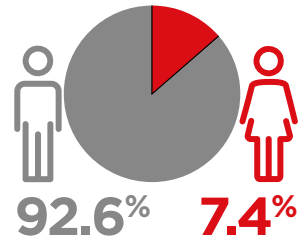
LOWER MIDDLE



UPPER MIDDLE



UPPER



This data has remained stable since 2021, with 46% of female employees continuing to be paid in the upper or upper middle quartile. However, there was a reduction of 0.8% females being paid in the

upper hourly pay quarter – a shift created through the reduction of females in senior positions in the business.

Encouraging and Supporting Diversity

We are pleased to see the continued efforts of the business to prioritise diversity, inclusion and equality driving positive change. Further work is required and we recognise further changes will take time, continues focus and prioritisation.

In 2024, a range of activities and initiatives focused on promoting development and furthering inclusion efforts across our employee base. We took part in the CRH Employee Development Programme (EDP), which aims to develop across company learning opportunities and values – driving leadership behaviours, promoting diversity and inclusion across the entire organisation. Of the 10 participants, 40% were female – reflecting a higher proportion of upward potential and talent than the female population ratio.

We also launched i-Trent, a new HR and Payroll system, aimed at automating our ways of working and bringing improved governance, consistency, fairness and equity to our payroll process and employees.

Alongside this, we enhanced our Learning & Development Team and offering. A new Learning Management System called, License to Operate, supports our mandatory training requirements, compliance and governance. A new leadership training programme, BUILD, was created and has received recognition and support from CITB.

We intend to continue with the progress we have made to date introducing robust industry benchmarked salary ranges and bandings for each role to ensure consistency, structure and fairness of pay across all roles, employees and recruitment activities.





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

A handwritten signature in black ink, appearing to read 'D. Parr'.

DAVID PARR,
Managing Director