



GENDER PAY GAP REPORT

2025



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.

Griffiths is committed to fairness, transparency, and continuous improvement in how we reward and develop our people. This gender pay gap report outlines our current position, the factors influencing our data and the actions we are taking to create a more inclusive and represented workforce.

As a key employer within the Construction industry, we recognise the historical gender imbalance across the sector and strive to continue to make improvements. Construction has traditionally been male dominated, particularly in operational and site-based roles. Whilst the industry has made progress, representation challenges remain and Griffiths are committed to change and reduce our gender pay gap.

The Industry

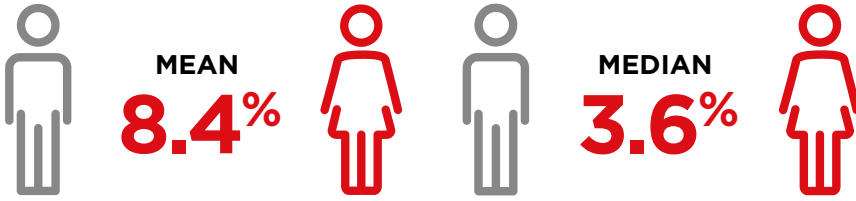
We are aware from studies that construction has one of the largest gender pay gaps in the UK, with women remaining significantly underrepresented. Literature from Construction and Engineering Management indicates that women often work in administrative and support roles which typically fall into the lower pay quartiles. This structural imbalance is what widens the median pay gap rather than unequal pay for equal work.

In 2024 we reported that Griffiths workforce was made up of 13% females and 87% males, we are pleased to confirm that we are continuing to make progress with our gender diversity ratio. Despite losing 20.7% of our workforce in 2025 we have seen an increase in the gender diversity ratio, now reporting at 14% females and 86% males.

2025 was a challenging year for Griffiths but we maintained a key focus on attracting and recruiting key talent into our business, with 23 new employees joining our business with 13.72% being female.

Gender Pay Gap Calculations 2025

WOMEN'S HOURLY RATE DIFFERENCE (LOWER)



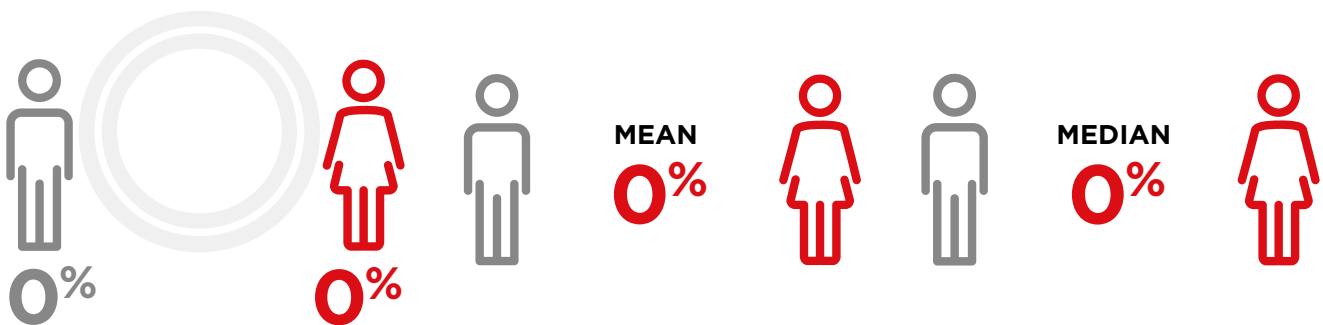
The mean gender pay is the average hourly pay for men and women and reflects the overall distribution of pay. The median gender pay is the middle hourly pay value and often considered the more representative measure.

In 2024 we declared our mean gender pay gap was 12.5% and for 2025 it is 8.4%, with the median also following suit at 5.3% for 2024 and 3.6% for 2025.

Having both the mean and median gender pay gap decrease is something that we are proud of, whilst this is strong progress, it is our long-term commitment to continue to bring equality amongst all our roles and employees.

Bonus Payments

% OF EMPLOYEES RECEIVING A BONUS

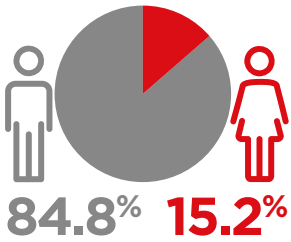


3.7% of employees were eligible to participate in the bonus scheme in 2025 - 33% were female and 67% were male. We can confirm that no bonus payments were made in 2025.

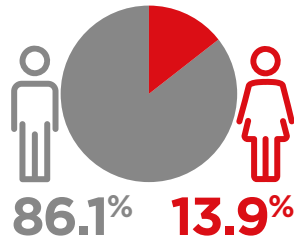


Gender Pay Gap Quartiles

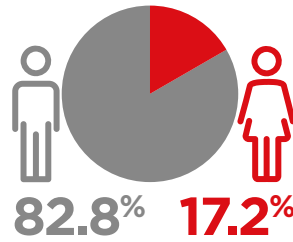
LOWER



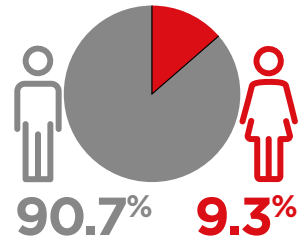
LOWER MIDDLE



UPPER MIDDLE



UPPER



This year has seen an increase in females being paid in the upper or upper middle quartile by 2.3%. Our gender pay gap report is influenced by the distribution of men and women across different roles within the organisation and we are encouraged to see the progress that is being made.

Encouraging and Supporting Diversity

Griffiths approach to improving gender representation and inclusion is built from our core values of:

Driven - we are committed to making meaningful progress for our people and industry.

Respectful - treating everyone with dignity and fairness.

Collaborative - we work together to create an inclusive culture.

Proud - we take pride in our people and they contribution they make to our business and industry.

Whilst we recognise that as a business we need to continue with our efforts in reducing the gender pay gap, it is our aim to increase visibility of women in construction through early career programmes such as Apprenticeships. Currently Griffiths employees 11 Apprentices within the business 2 female and 9 male, which we are hoping to see an improvement on in 2026. We will continue to review and improve our internal development pathways, through the use of mentoring and coaching to increase internal career progression for our employees. We will also continue to encourage all employees to embed our values in their everyday decision making.

Griffiths are committed to being an employer of choice, and we are fully committed to ensuring diversity and inclusion is at the forefront of our greatest asset, our employees. We will ensure our policies and procedures are fair and reflect current up to date legislation.





Griffiths is committed to reducing our gender pay gap and building a more diverse and inclusive workforce. Whilst the construction industry continues to face long standing representation challenges, we believe that meaningful progress is achieved through consistent action, transparent reporting and a culture that is fully reflective of our values.

We can confirm that the data in this report is accurate.

Tim James
Managing Director