

2017 Gender Pay Gap Report



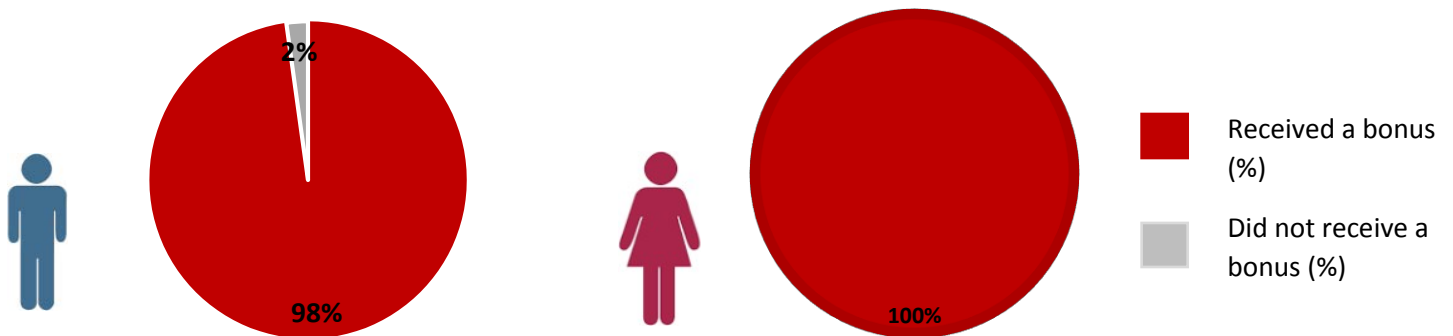
Pay & Bonus Gap

Difference between men and women

	Mean	Median
Pay Gap	26%	15.2%
Bonus Paid	27%	0%

The table above shows our overall mean and median gender pay gap based on hourly pay rates as at a snapshot date of the 05 April 2017. It also shows the difference between bonus amounts paid to men and women in the 12 months prior to the snapshot date.

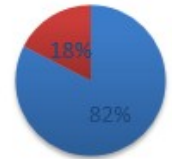
Proportion of employees awarded a bonus



This shows a 2% difference in the number of men and women being paid a bonus in the 12 month period.

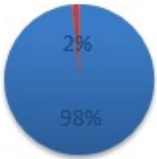
Pay Quartiles

Lower Quartile



■ Male ■ Female

Quartile 2



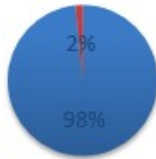
■ Male ■ Female

Quartile 3



■ Male ■ Female

Upper Quartile



■ Male ■ Female

The above image demonstrates the gender distribution across four equal sized quartiles, each containing around 64 employees.

Following an equal pay audit, we are confident that all of our employees are paid equally for doing equivalent jobs.

We recognise that the nature of our industry and the well documented underrepresentation of females in it is the reason why we have a gender pay gap. We take all steps available to recruit more females into our business and encourage young girls leaving education to consider a career in construction and engineering by working with local schools and colleges.