

2023 Gender Pay Gap Report (snapshot date 05 April 23)

Pay & Bonus Gap – Billington Structures

	Difference between men and women	
	Mean	Median
Pay Gap	18.41%	1.99%
Bonus Paid	-19.10%	-75.00%

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 2023. It also shows the difference between bonus amounts paid to men and women in the 12 months prior to the snapshot date.

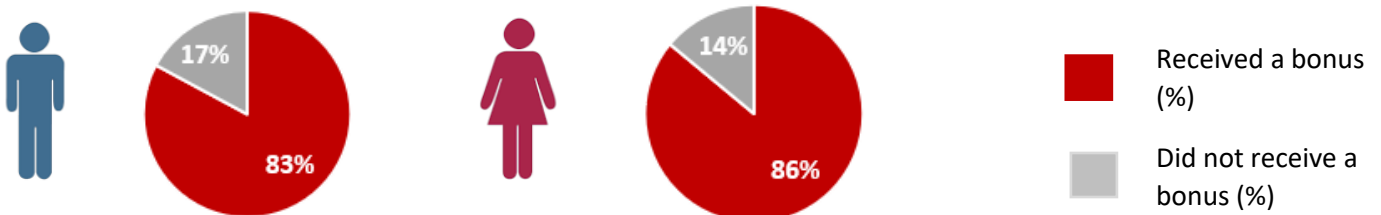
Within BSL our mean gender pay gap has improved from 21.09% to 18.41%. This is due to the recruitment of and promotion of females into the business.

Pay & Bonus Gap - Group

	Difference between men and women	
	Mean	Median
Pay Gap	6.74%	7.11%
Bonus Paid	-34.25%	-75.00%

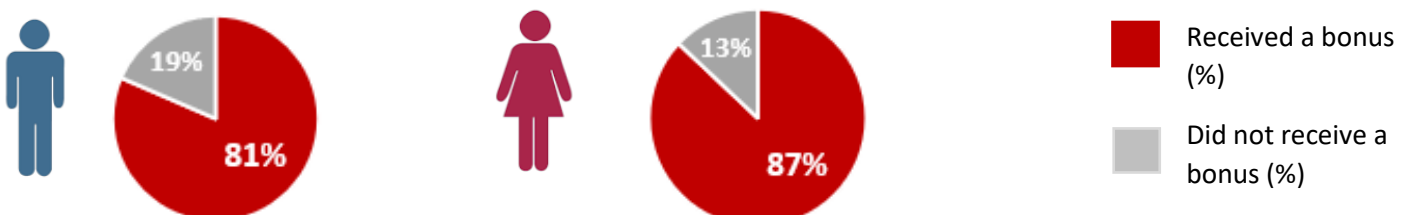
By incorporating employees across the Group this has improved from 18.41% to 6.74%.

Proportion of employees awarded a bonus – Billington Structures



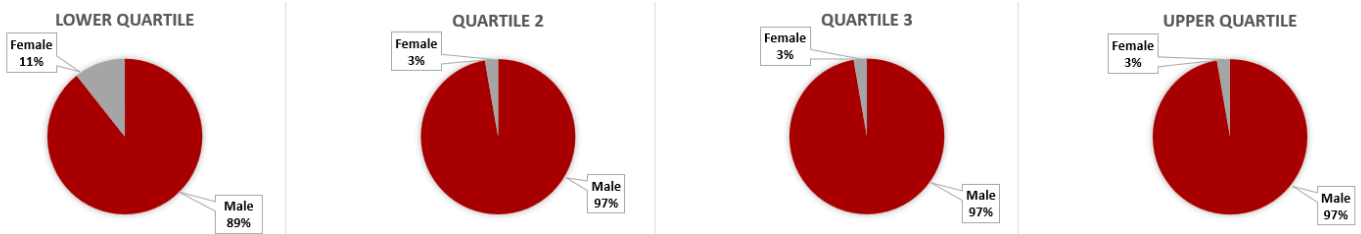
This shows an almost equal proportions for both men and women receiving a bonus in the year. The reason for this is we had a number of employees start after or leave before the cut-off point to be awarded a bonus.

Proportion of employees awarded a bonus – Group

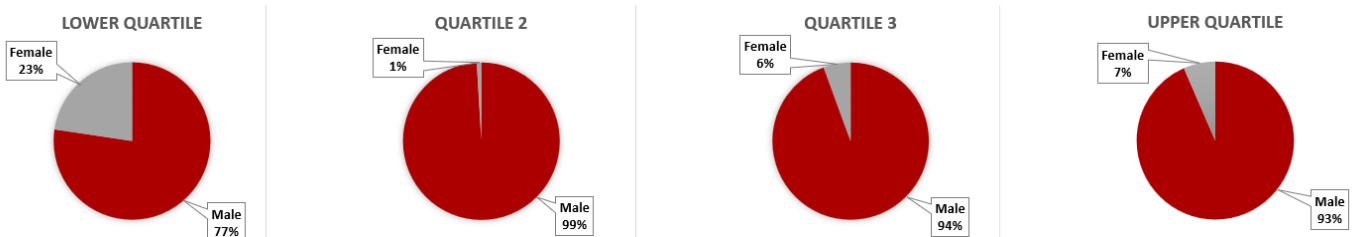


This shows an 6% difference in the number of men and women being paid a bonus in the 12-month period to April 2023 with women having the higher proportion.

Pay Quartiles – To April 23 – Billington Structures



Pay Quartiles – To April 23 – Group



The above image demonstrates the gender distribution across four equal sized quartiles, each containing around 70 employees for BSL and 107 employees for Group.

By including all group employees this increases the number of females in the highest pay quartiles.

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.

We have taken steps in the last 12 months to improve our pay gap and this has moved in the right direction. This is due to pay reviews being awarded and the recruitment of more senior females into the business.