

2024 Gender Pay Gap Report

Snapshot date 05 April 24



Pay & Bonus Gap

► Billington Structures

Difference between men and women

	Mean	Median
Pay Gap	10.41%	9.63%
Bonus Paid	37.33%	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 2024. 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 18.41% in 2023 to 10.41% in 2024. This is due to the recruitment of and promotion of females into the business.

► Group

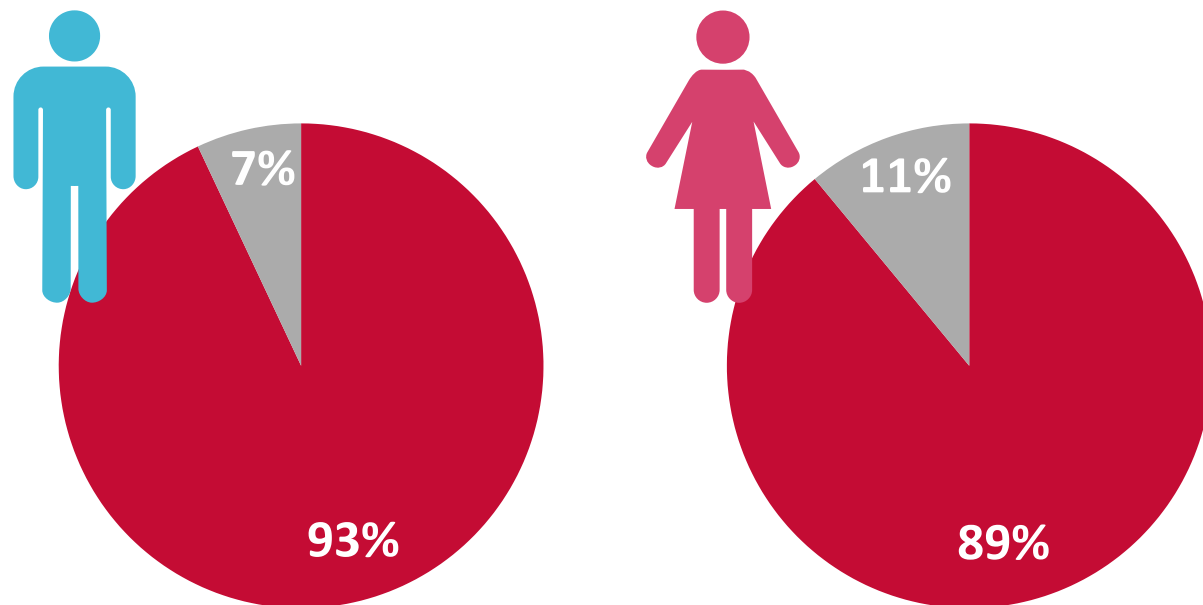
Difference between men and women

	Mean	Median
Pay Gap	11.1%	7.48%
Bonus Paid	41.04%	0%

By incorporating employees across the Group this increases our mean Gender Pay Gap slightly from 10.41% to 11.1%, but improves the Median Gender pay gap from 9.63% to 7.48%.

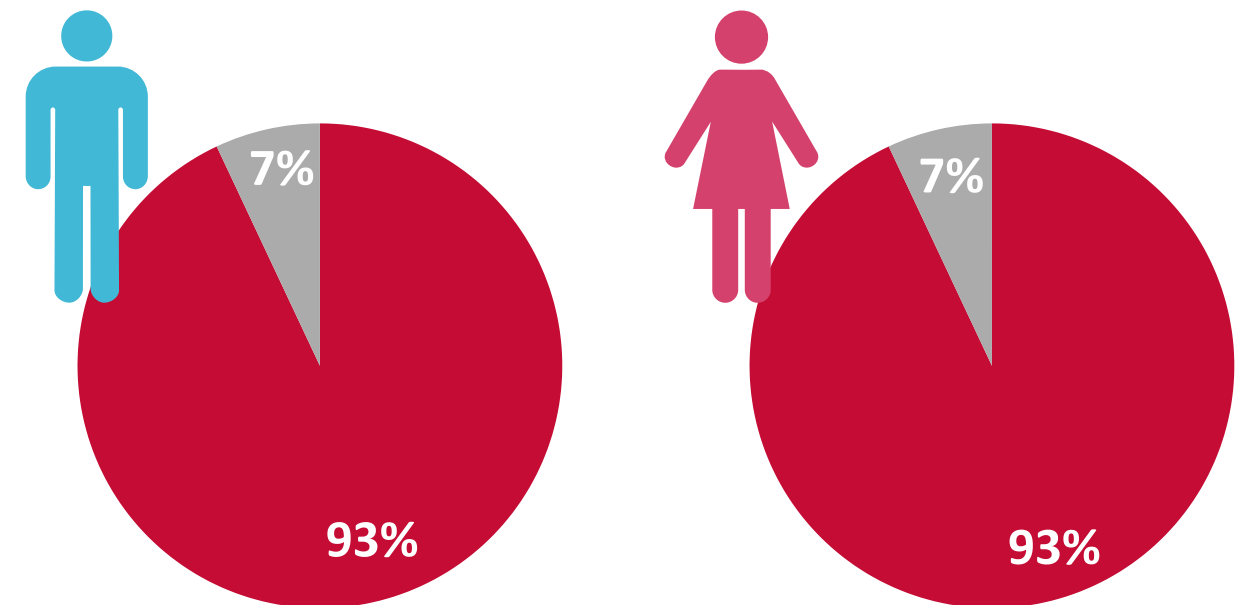
Proportion of Employees Awarded a Bonus

► Billington Structures



This illustrates that men and women received bonuses at almost the same proportions during the year. This is due to a number of employees either starting after or leaving before the cut-off point for bonus eligibility.

► Group



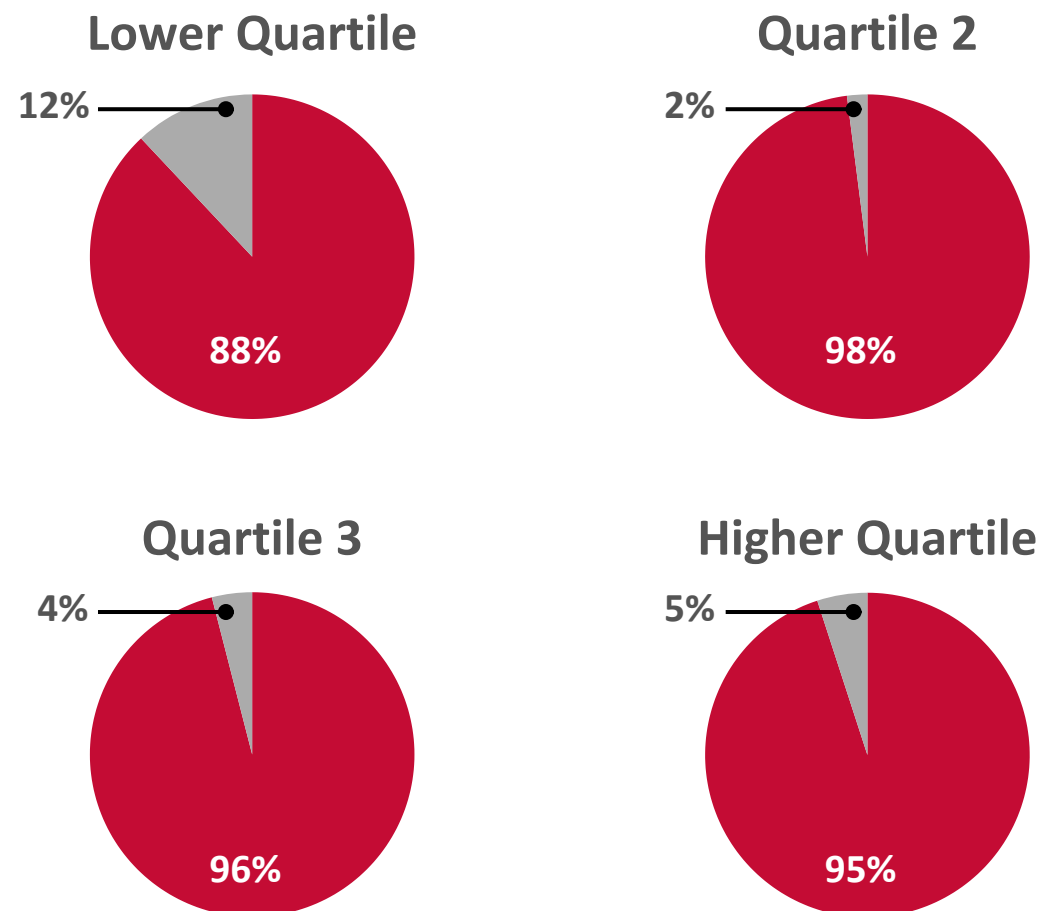
This illustrates that men and women received bonuses at equal proportions during the year. The only reason an employee would not have received a bonus would be due to either starting after or leaving before the cut-off point for bonus eligibility.

 Received a Bonus (%)  Did not Receive a Bonus (%)

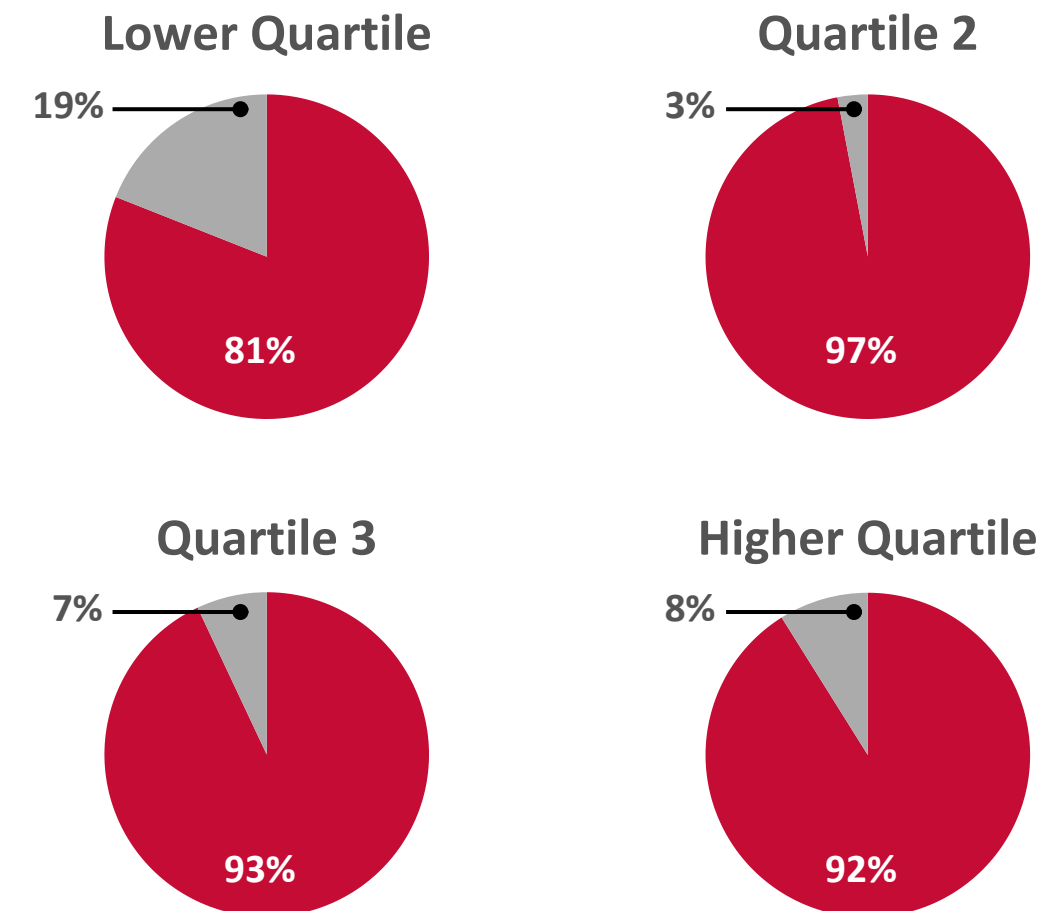
Pay Quartiles – To April 24

Male Female

▶ Billington Structures



▶ Group

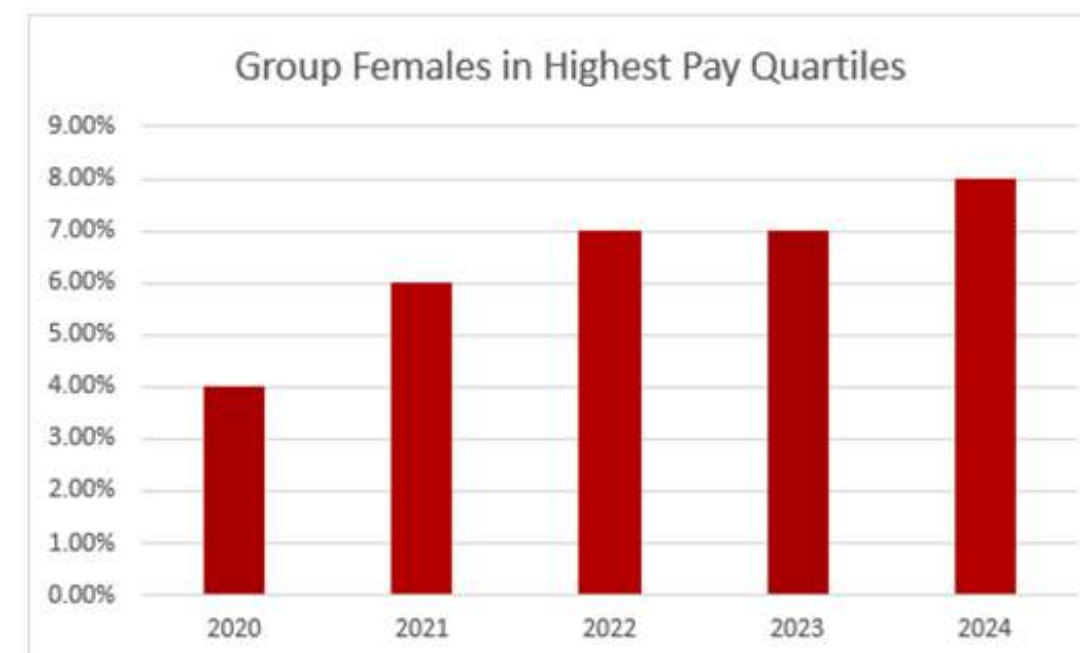
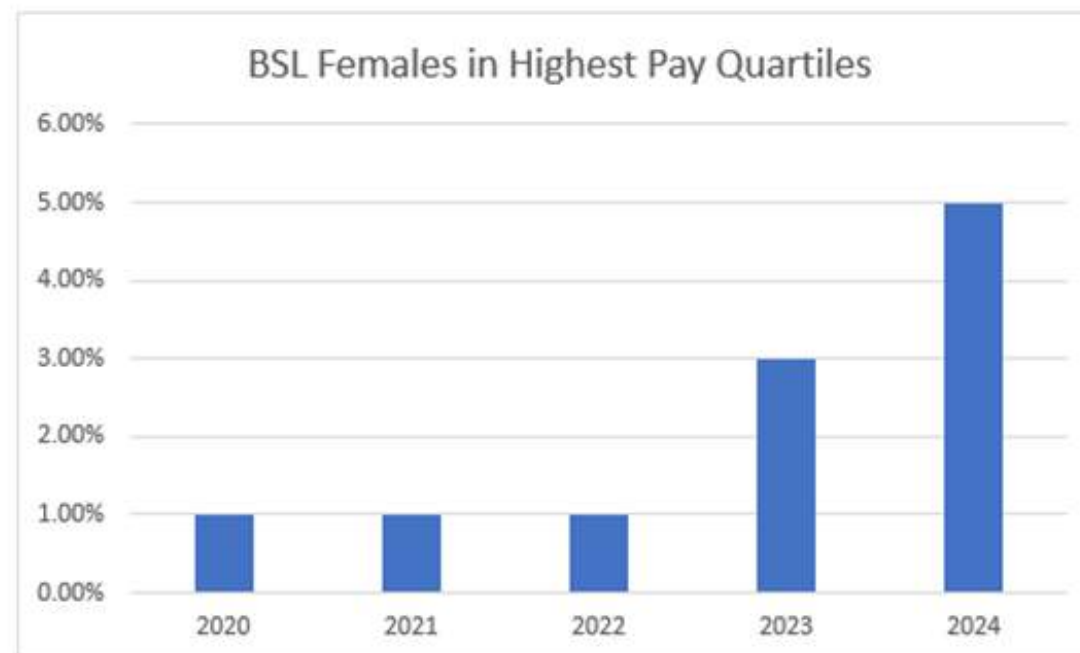
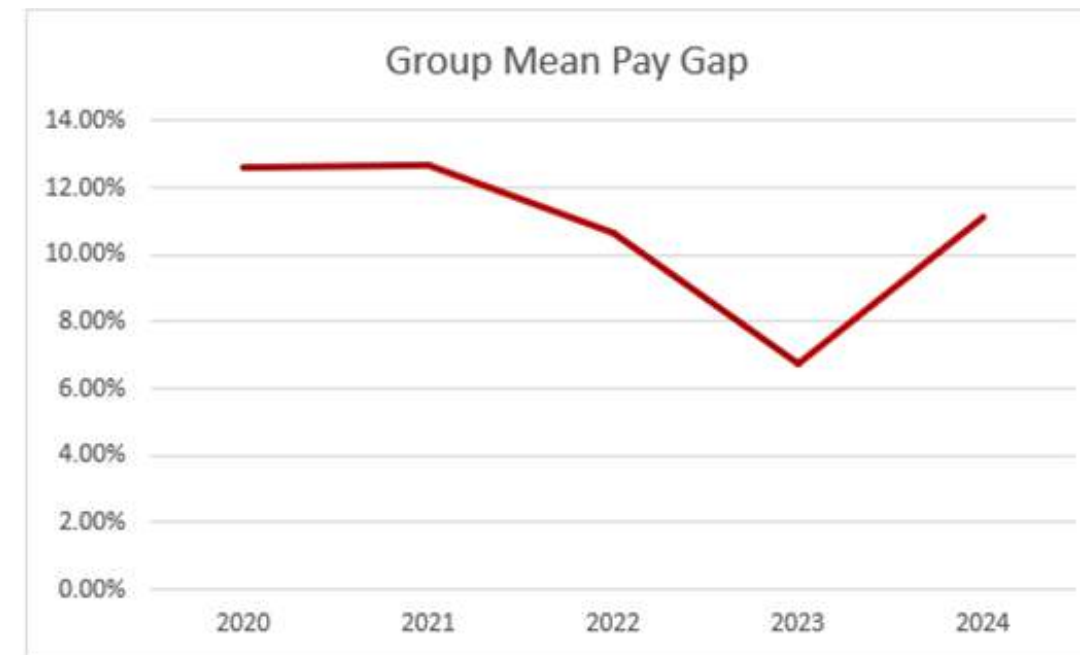


The above graphics illustrates the gender distribution across four quartiles, each comprising approximately 82 employees for BSL and 119 employees for Group. Including all group employees has increased the number of females in the highest pay quartile from 4 to 9.

We are committed to ensuring that all of our employees receive equal pay for equivalent roles. We acknowledge that the nature of our industry and the well-documented underrepresentation of females contribute to the existing gender pay gap. We actively pursue measures to recruit more females into our business, and work with local schools and colleges to encourage young girls to consider careers in construction and engineering.

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Throughout the past year, we have taken steps to address our gender pay gap, which has led to encouraging progress. This improvement is primarily due to adjustments in pay and the hiring of more female employees, as reflected in the data up to April 24 in the line graphs below.



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