

# 2025 Gender Pay Gap Report

*Snapshot date 05 April 25*



## Pay & Bonus Gap

### ► Billington Structures

#### Difference between men and women

	Mean	Median
Pay Gap	13.71%	5.84%
Bonus Paid	43.33%	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 2025. It also shows the difference between bonus amounts paid to men and women in the 12 months prior to the snapshot date.

Within BS our median gender pay gap has improved from 9.63% in 2024 to 5.84% in 2025. This is due to the recruitment of and promotion of females into the business

### ► Group

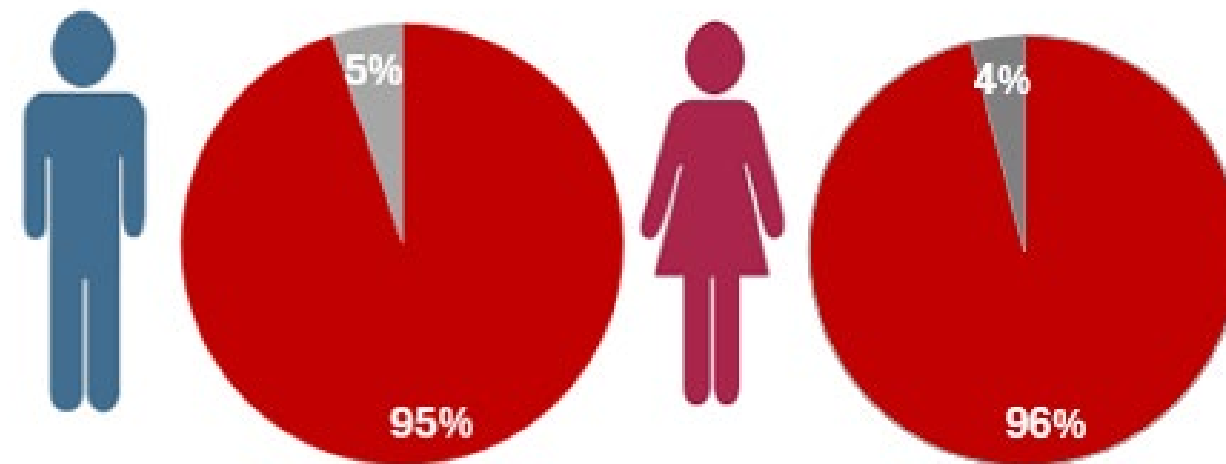
#### Difference between men and women

	Mean	Median
Pay Gap	10.72%	7.63%
Bonus Paid	39.24%	-33.33%

By incorporating employees across the Group this improves our mean Gender Pay Gap from 13.71% to 10.72%, but increases the Median Gender pay gap from 5.84% to 7.63%.

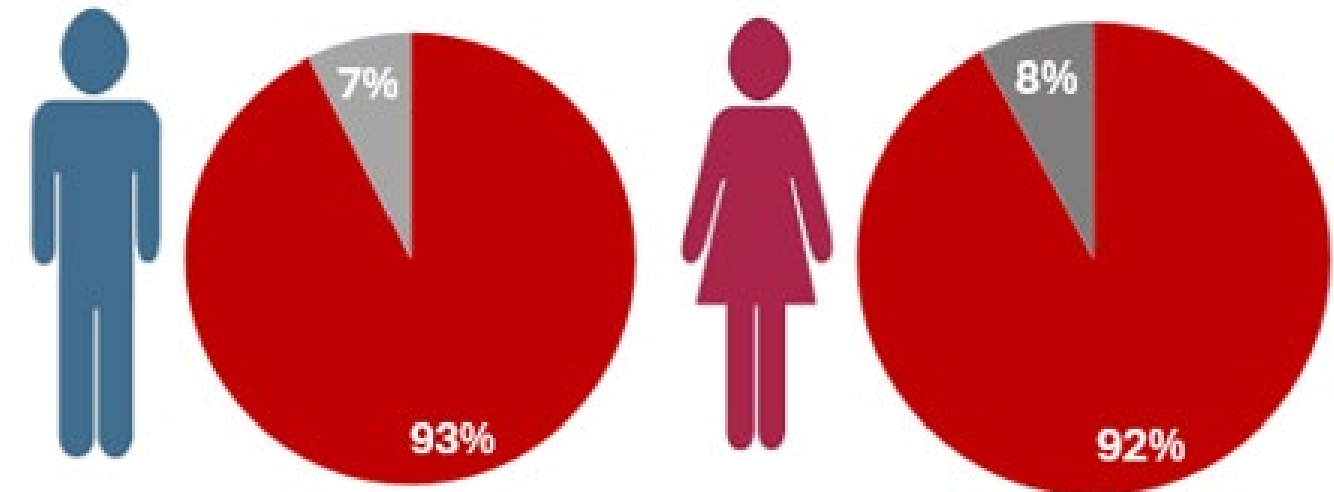
## Proportion of Employees Awarded a Bonus

### ➤ 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



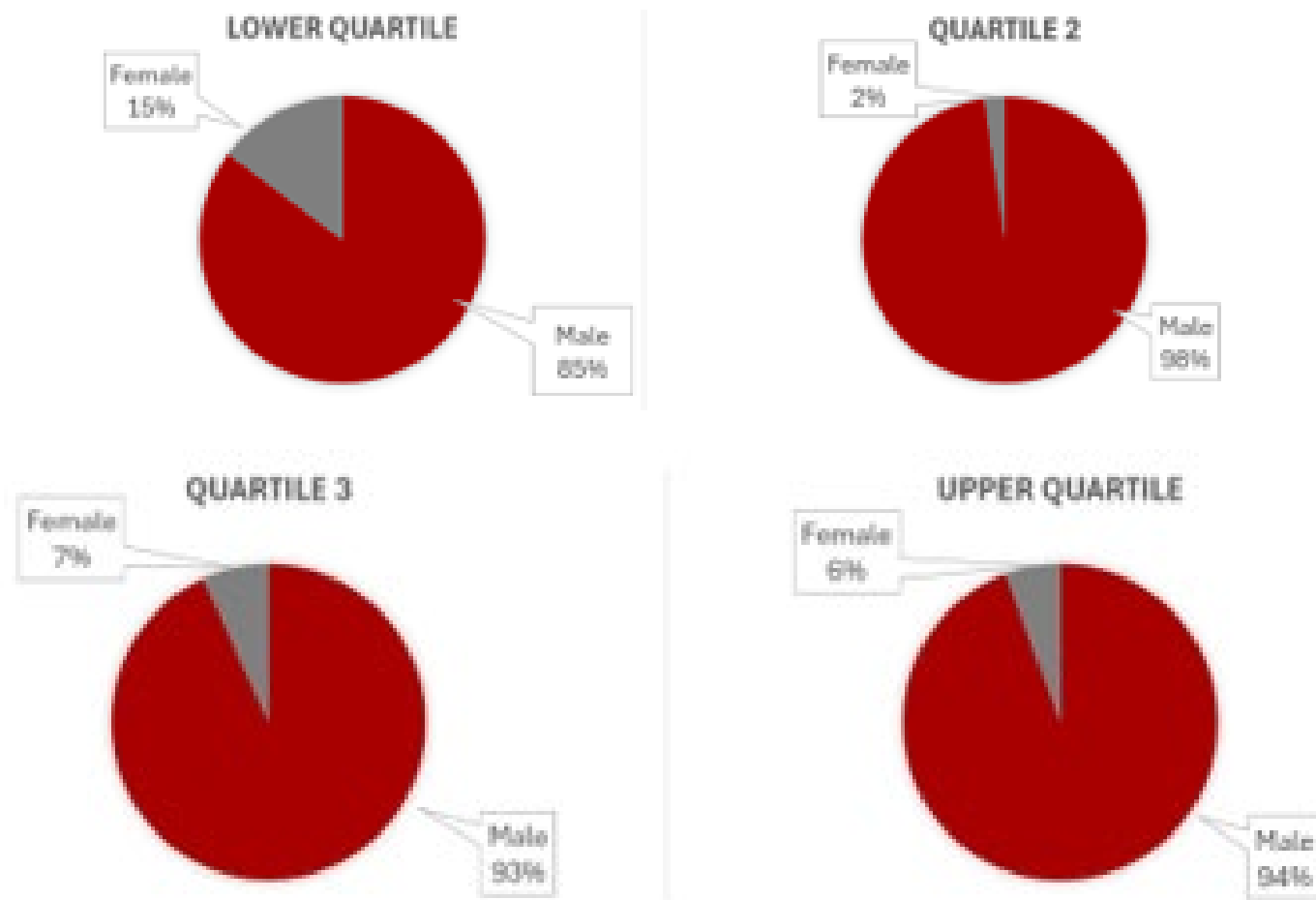
This illustrates that men and women received bonuses at almost equal proportions during the year. The only reason an employee would not have received a bonus would be due to either starting after or leaving before the cut-off point for bonus eligibility.

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

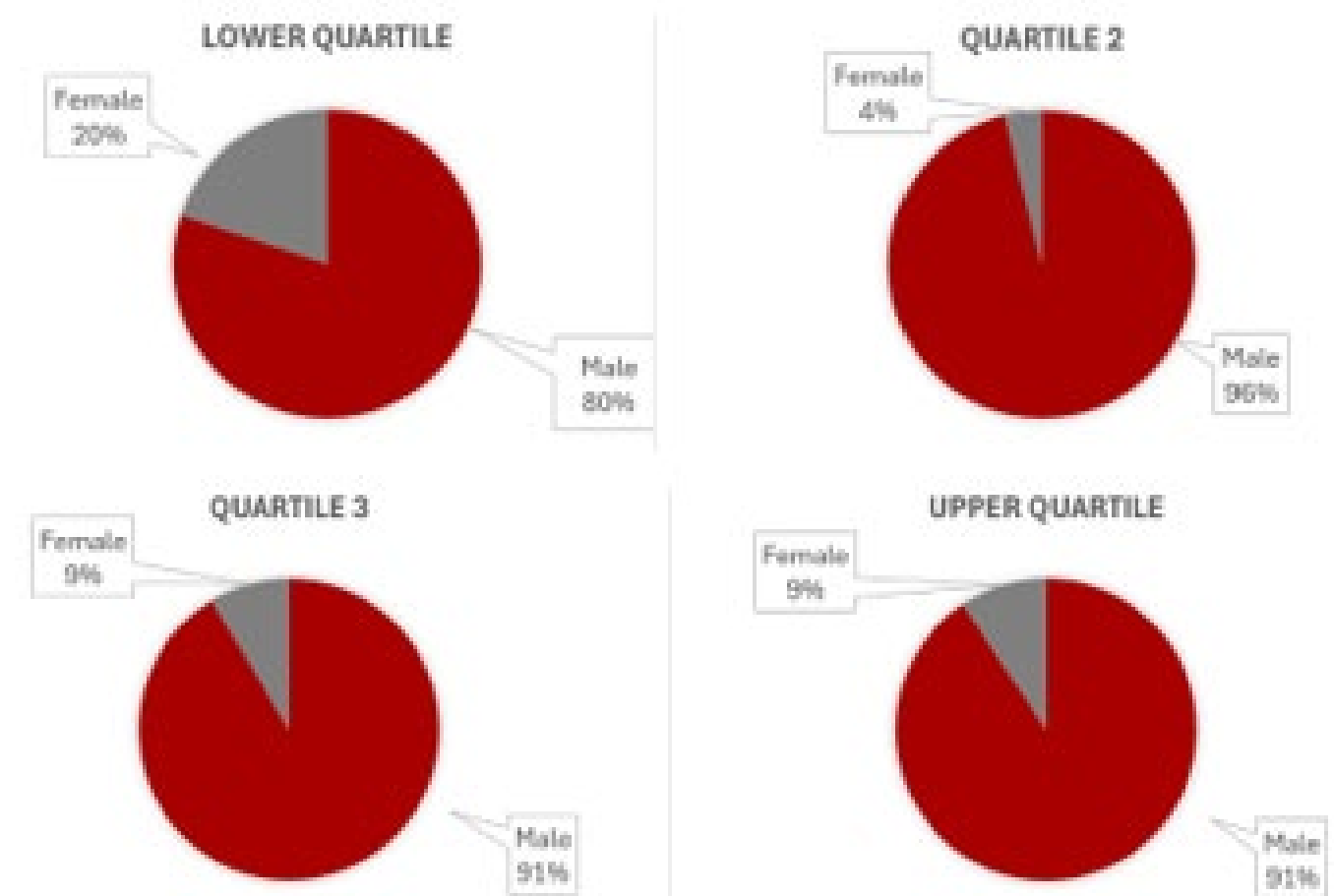
## Pay Quartiles To April 25

■ Male ■ Female

### ➤ Billington Structures



### ➤ Group

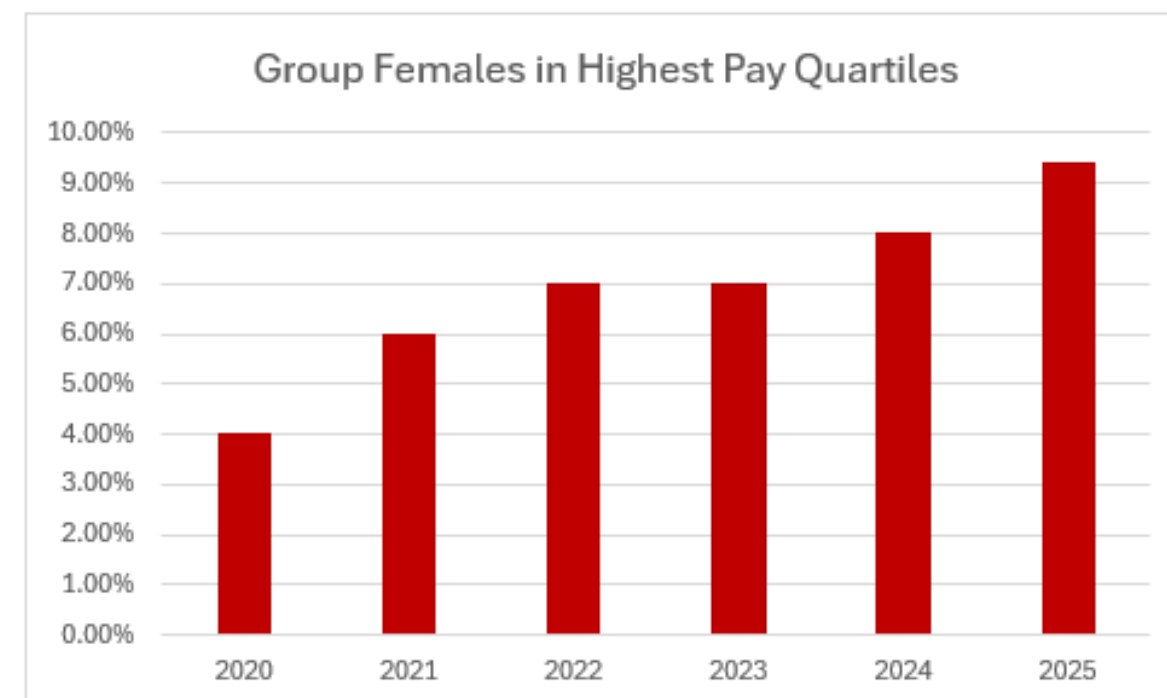
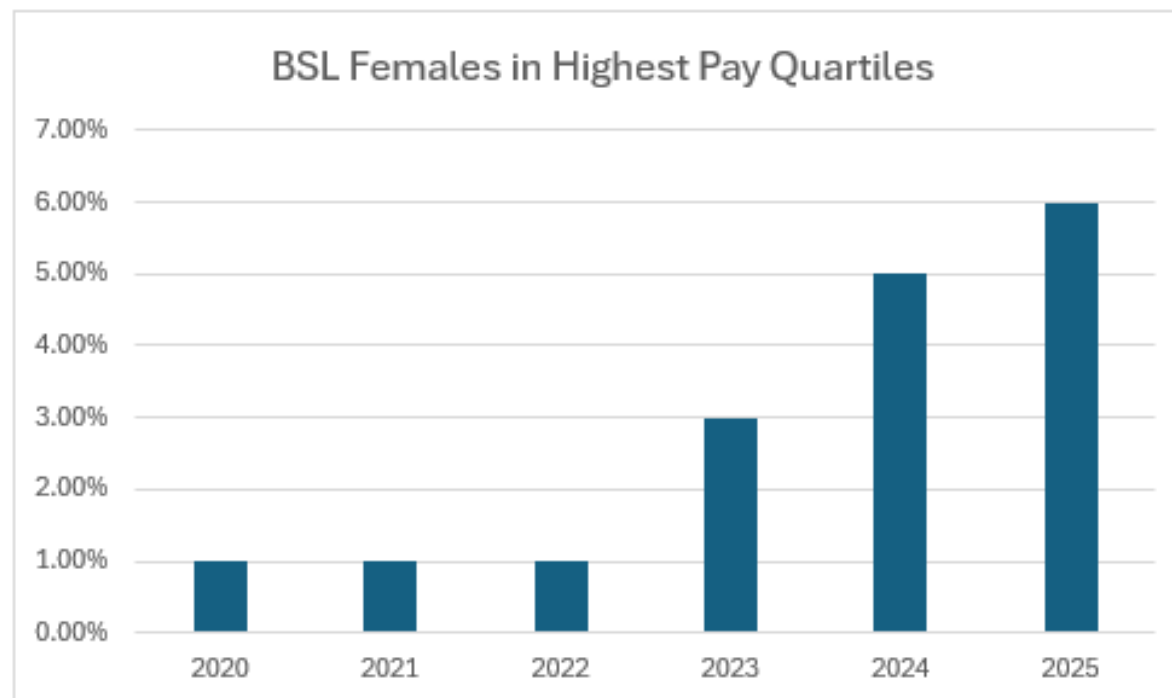
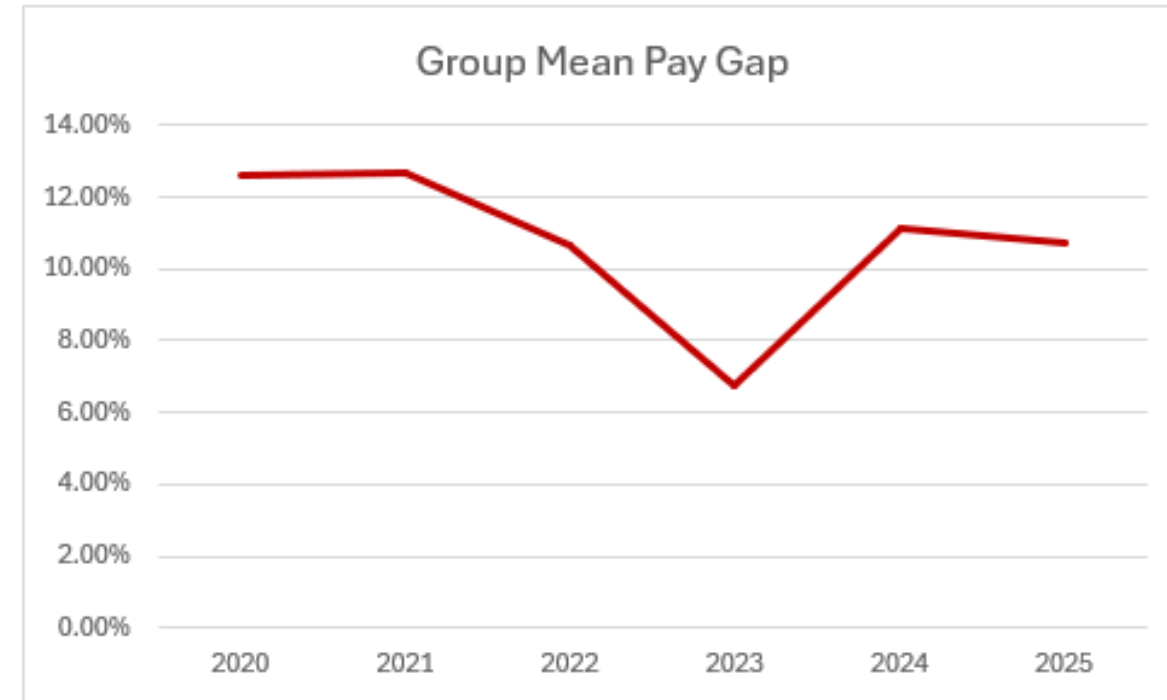
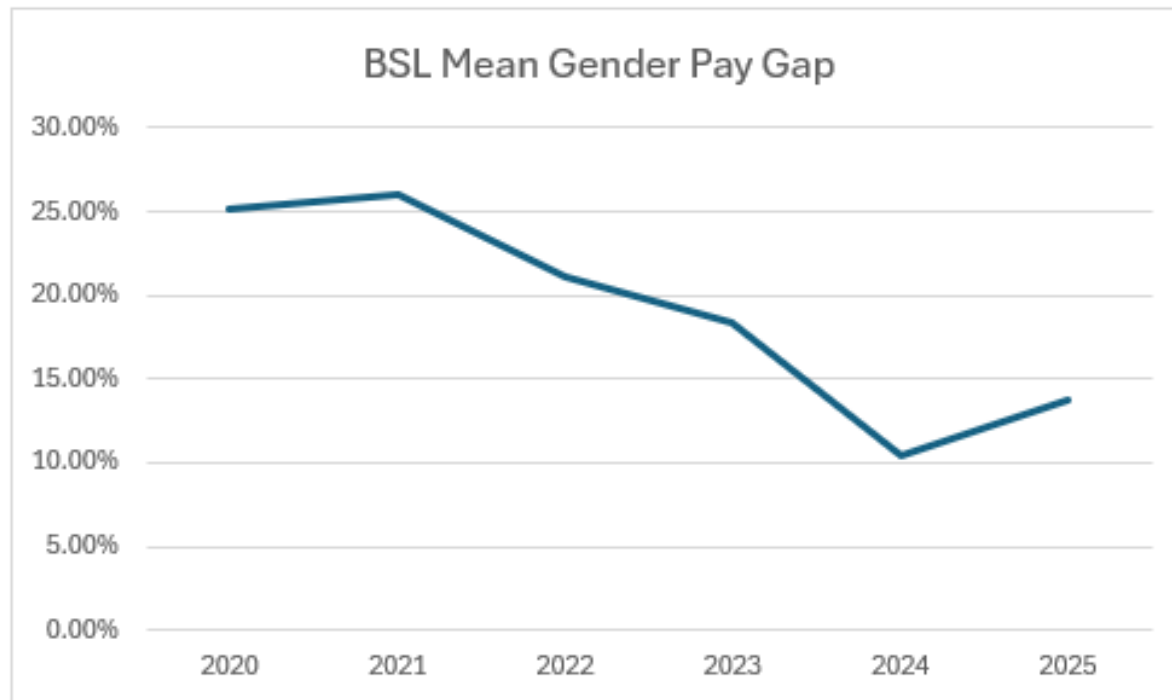


The above graphics illustrate the gender distribution across four quartiles, each comprising approximately 88 employees for BSL and 128 employees for Group. Including all group employees has increased the number of females in the highest pay quartile from 5 to 12.

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.

# 2025 Gender Pay Gap Report

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 25 in the line graphs below.



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