



# GENDER PAY GAP

As of April 2017, gender pay gap reporting became a legal requirement for all UK organisations with 250 employees or more. The report must be available on the organisation's website and uploaded onto a government website.

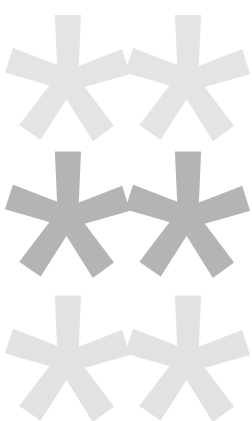
The Stonbury Group fully supports this legislation and is committed to equality and inclusion.

## WHAT IS THE GENDER PAY GAP?

According to the Office of National Statistics, the overall UK gender pay gap across all industries in 2016 was 18.1%, meaning that the average woman earned 18.1% less than the average man. The gender pay gap report must show an annual snapshot of the following information:

- The difference between the mean & median hourly pay rate of male and female employees.
- The difference between the mean & median bonuses paid to male and female employees.
- The proportion of male and female employees receiving a bonus payment.
- The proportion of male and female full-time employees in each pay quartile.

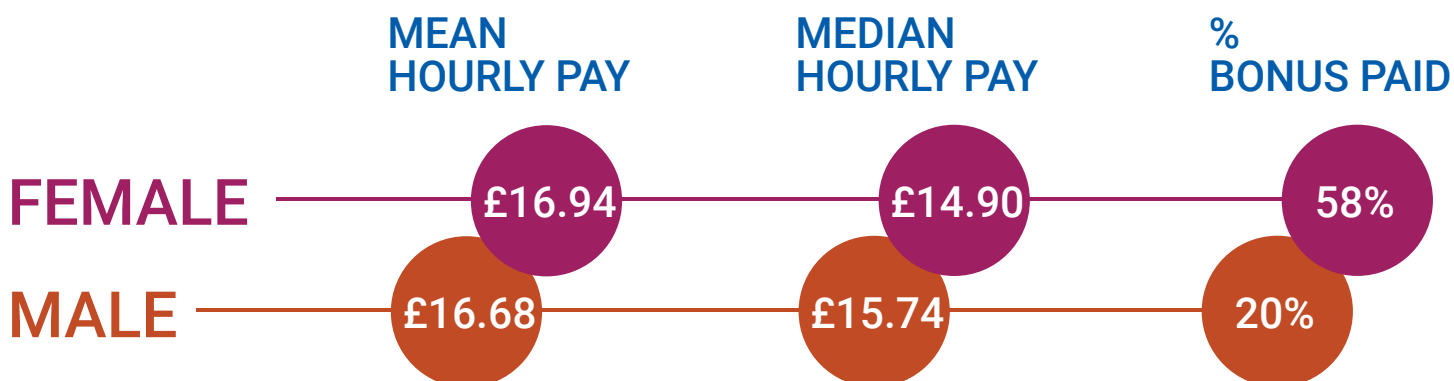
As such, gender pay gap reporting is very different to equal pay. The Equal Pay Act (1970) prohibits any less favourable treatment between men and women in terms of pay & conditions of employment, ensuring equal pay for equal work.



## OUR GENDER PAY GAP

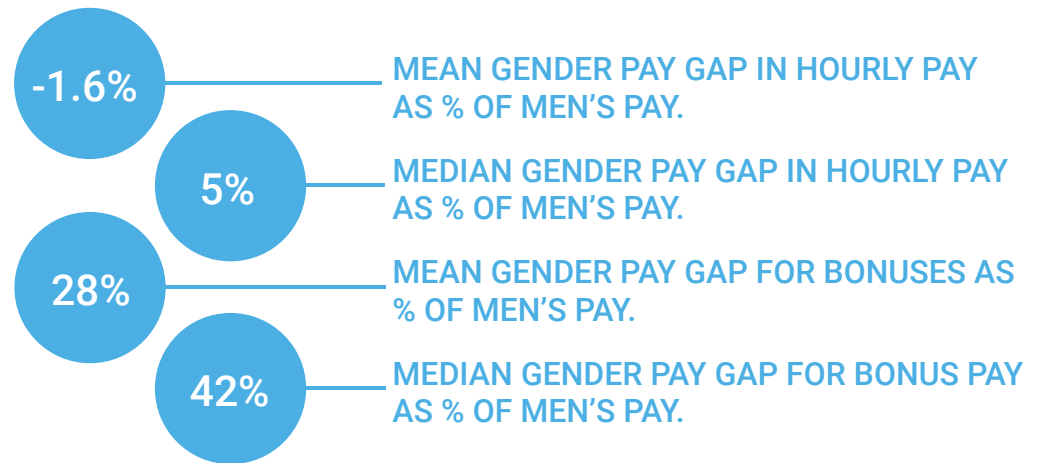
### SNAPSHOT 6<sup>th</sup> April 2018 (Directors and long term sick have been removed)

TOTAL EMPLOYEES :	183
MALE EMPLOYEES :	164
FEMALE EMPLOYEES :	19

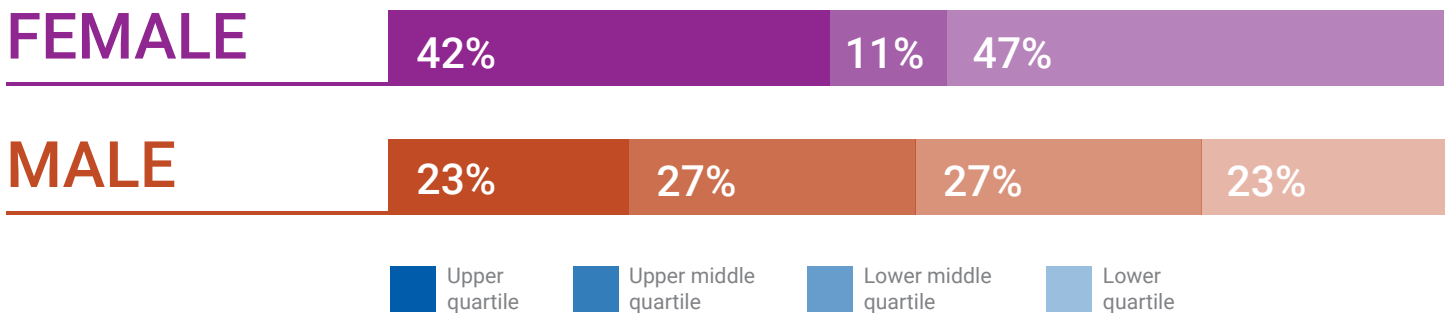




## PAY AND BONUS GAP



## PAY QUANTILES



## WHAT THIS MEANS

As we can see from the data above, we have a very narrow gender pay gap and furthermore, we are proud to show very similar mean and median hourly pay rates for both men and women.

We have a very even spread of male workers across each of the four quartiles. Most female workers, however, are in either the lower or upper quartile, highlighting under representation of female workers in site based jobs.

## SUMMARY

Historically, females have been underrepresented in Construction and Engineering sectors and more so in roles at site level. This trend has persisted to the present day.

**As a modern, diverse, professional and safe company, The Stonbury Group is committed to the respect of equality and diversity at all levels across the business.**

Signed by the Group Managing Director

Date: 21 August 2019