



GENDER PAY GAP

2024 REPORT



Introduction

As Stonbury has over 250 employees, it is required by law that we publish our gender pay gap statistics. This will show the difference in average female earnings compared to average male earnings.

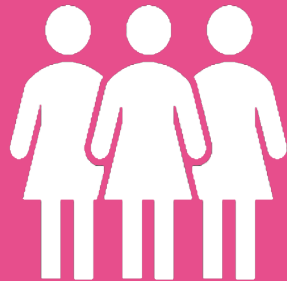


Gender Pay Gap Report

Stonbury's snapshot data has been taken from 5th April 2023

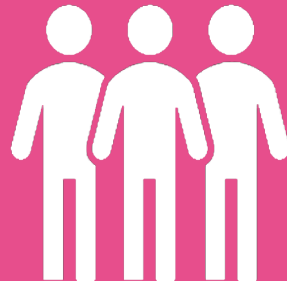
11%

of our staff are female



89%

of our staff are male



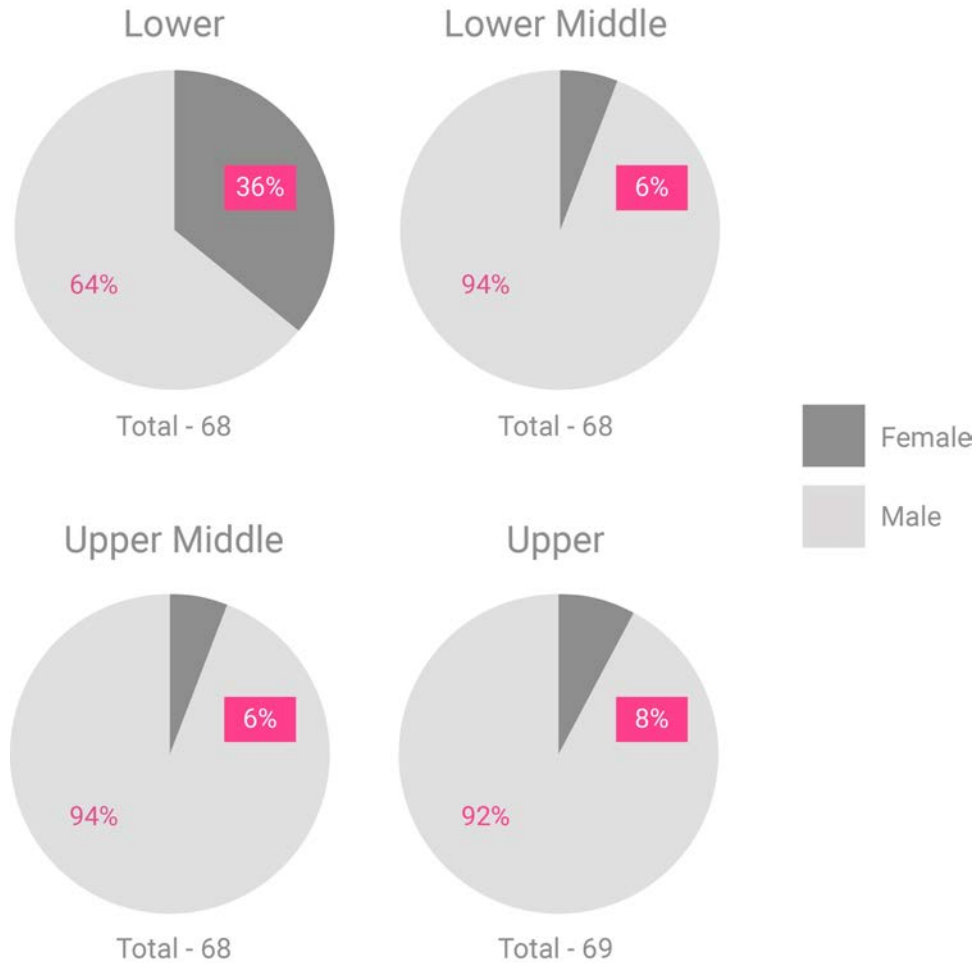
Based on headcount of 273 full-pay relevant employees

Hourly Rates by Quartile

| | Mean (Average) | Median (Middle) |
|---------------|----------------|-----------------|
| Male | £21.50 | £19.71 |
| Female | £18.87 | £14.96 |
| % Hourly Rate | 12% | 24% |

For every **£1** a male employee earns, a female employee earns **88p** when comparing hourly average wages

Hourly Pay Quartiles



Hourly Rates by Quartile

MEAN (AVERAGE)

| | Lower | Lower Middle | Upper Middle | Upper |
|---------------|--------|--------------|--------------|--------|
| Male | £14.24 | £17.78 | £21.41 | £31.06 |
| Female | £13.64 | £17.19 | £22.47 | £36.16 |
| % | 4% | 3% | -5% | -16% |

MEDIAN (MIDDLE)

| | Lower | Lower Middle | Upper Middle | Upper |
|---------------|--------|--------------|--------------|--------|
| Male | £14.87 | £17.76 | £21.12 | £28.07 |
| Female | £13.49 | £17.57 | £22.22 | £33.2 |
| % | 9% | 1% | -5% | -18% |



Bonus Pay

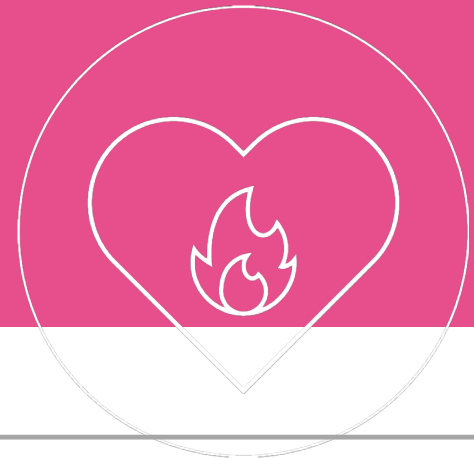


Written Statement

Our first gender pay gap report in 2023 set the benchmark for our future success story. Our second gender pay gap report shows that while the percentage female to male employee ratio has remained the same during a growth period, the hourly rate gap has reduced. At the same time, female representation in both the lower and upper quartiles has increased. Finally, we have reported a greater percentage of females receiving a bonus against male counterparts.

Establishing a diverse workforce and inclusive culture that attracts and retains great talent, irrespective of gender, remains vital. We recognise the benefits and importance in having diverse perspectives around the table and see a good gender balance as a key enabler.

Nevertheless, if we are to achieve better gender parity across the organisation, we have more work to do.



Actions

Continue to scrutinise recruitment data and identify opportunities to attract more women, especially in roles where there is a gender pay gap

Maintain provision of transparent promotion, pay and reward processes

Deliver a cultural and behavioural programme that will assist with embedding a sense of belonging across the organisation

Advertise and offer all jobs as having flexible working options

Support female staff by offering activities such as mentoring and coaching opportunities and continue with the creation of female led networks

Summary

Stonbury is committed to a long-term strategy to equalise gender pay. We are striving to build an inclusive workplace where our aim is to increase the representation of women and other under-represented groups.

Our three focus areas are recruitment, retention and progression. We have already been working hard to attract female talent, such as by collaborating with 'Women into Construction' on recruitment campaigns for delivery roles, ensuring that the wording in adverts does not unintentionally discourage women from applying, and increasing the number of early-careers opportunities.

Fundamental to future female talent acquisition and retention strategies will be nurturing a sense of belonging by creating a robust set of professional growth opportunities. We will ensure equitable access to training activities which are linked to succession plans and future business requirements.

