

Gender Pay Report 2022



ROGER BULLIVANT

What is Gender Pay Report?

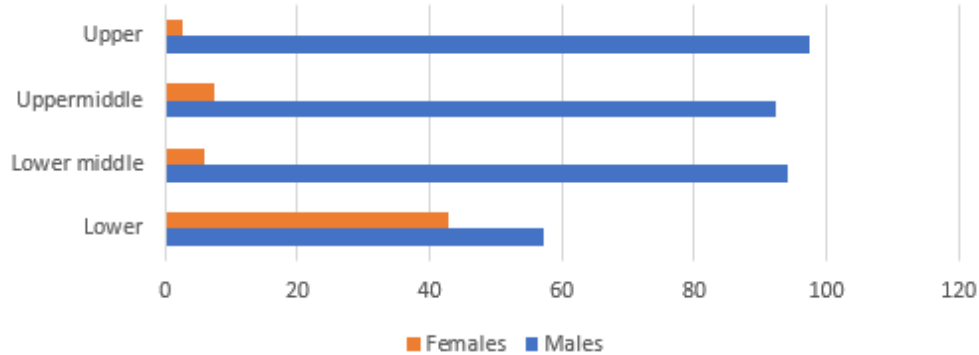
Roger Bullivant Limited's gender pay gap in line with UK Government requirements.

As of the 5th April 2022, our overall median and mean gender pay gap, is shown below, as a percentage difference between men and women:

Difference in mean Pay	32.21%
Difference in median Pay	33.95%
Difference in mean Bonus	52.26%
Difference in median Bonus	63.83%

Male employees receiving Bonus Pay	71.60%
Female employees receiving Bonus Pay	94.74%

Proportion of male and female employees according to quartile pay bands



Our Figures



Analysis

Unlike 2020, 2021 was a good trading year for Roger Bullivant Limited and therefore, 71.6% of male employees received bonus. The remaining 28.4% who didn't was due to the pay structure for Site Operatives, as they receive bonus as part of their weekly pay. Pleasingly 94.74% of female employees received bonus, the remaining 5.26% were new starters that didn't join the Company until 2022 and therefore not eligible for 2021 bonus.

It is good to recognise that our percentages in the upper quartiles for females has improved, meaning we have more females in senior roles and/ or higher paid roles than the previous year.

However, when analysing our pay quartiles, the gender pay gap is driven by the structure of our workforce and the higher concentration of males we have in more senior positions, rather than our pay structure which is structured on gender neutral basis. It is a gender representation issue at a senior level rather than a pay issue. This is also exacerbated by the fact that all our Production and Site Operative roles are currently held by males.

Whilst it is good to recognise the positive change that has been made, more can be done to redress the balance.

What have we been doing?

We plan to introduce in the next 12 months an Equality Plan to ensure it plays a central role in all that we do. We continue to include Equality, Diversity and Inclusion as an agenda item on our Employee Forum for discussion, making the topic more transparent across our workforce.

We continue to strengthen our links with STEM organisations, to attract talent and build engagement from grass roots. We have partnered with further education providers to raise awareness to young people of careers within the Construction industry.

We actively promote flexible working and shared parental leave policies, and offer flexible solutions to fit with personal circumstances, including job shares, part time contracts, working from home, hybrid working and flexible hours. In 2023 we have enhanced our family friendly policies to help with attraction and retention.

We conduct regular pay and benefits audits to ensure that our pay structure remains gender neutral and competitive for all roles.

What have we been doing?



For the future

We continually re-evaluate and look for ways we can improve our gender pay gap.

We conduct regular audits of pay and benefits, and will continue to do so, to ensure that our pay structure remains gender neutral, market competitive and focused on roles.

I, Graham Trafford , Group Finance Director, confirm that the information in this statement is accurate. Date: 20th March 2023.

