

# Gender Pay Report 2023



**ROGER BULLIVANT**

# What is Gender Pay Report?

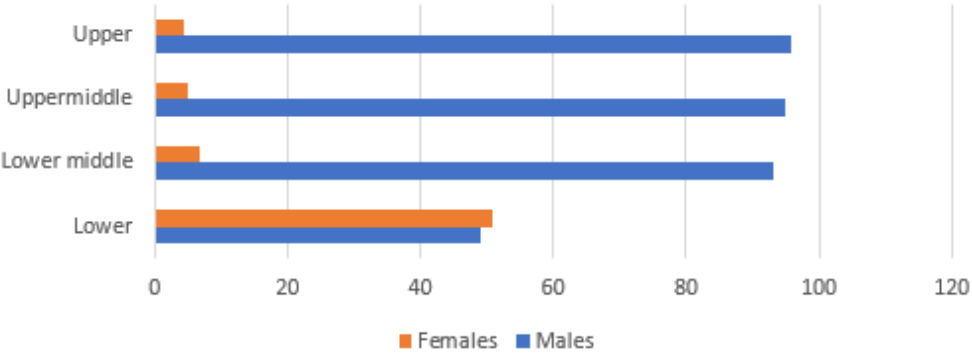
Roger Bullivant Limited's gender pay gap in line with UK Government requirements.

As of the 5th April 2023, our overall median and mean gender pay gap, is shown below, as a percentage difference between men and women:

Difference in mean Pay	28.05%
Difference in median Pay	27.54%
Difference in mean Bonus	38.68%
Difference in median Bonus	5.51%

Male employees receiving Bonus Pay	72.91%
Female employees receiving Bonus Pay	98.73%

Proportion of female and male employees according to quartile pay bands



# Our Figures



# Analysis

2022 was a good trading year for Roger Bullivant Limited, therefore, there were considerable recruitment activities carried out to meet the increased business needs. As a result, the proportion of females exceeded the males in the lower quartile. We have also seen an increase in female employees in senior roles which has had a positive impact on our upper quartile.

Pleasingly 98.73% of female employees received bonus in 2023 and at a far higher level due to the company success of the previous year. This then has had a massive effect on the difference in median bonus due to the fact that our Site Operatives continue to be paid bonus on a weekly basis.

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.



## What have we been doing?

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.

I, Graham Trafford , Group Finance Director, confirm that the information in this statement is accurate. Date: 11th March 2023.

