

## 2021 Gender Pay Gap Report (snapshot date 05 April 21)

### Pay & Bonus Gap – Billington Structures

	Difference between men and women	
	Mean	Median
Pay Gap	25.96%	20.90%
Bonus Paid	19.12%	42.86%

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 2020. It also shows the difference between bonus amounts paid to men and women in the 12 months prior to the snapshot date.

### Pay & Bonus Gap - Group

	Difference between men and women	
	Mean	Median
Pay Gap	12.67%	5.51%
Bonus Paid	36.89%	42.86%

There has been a slight widening of our pay gap from the previous years. This is due to the loss of a number of female employees and also slower recruitment.

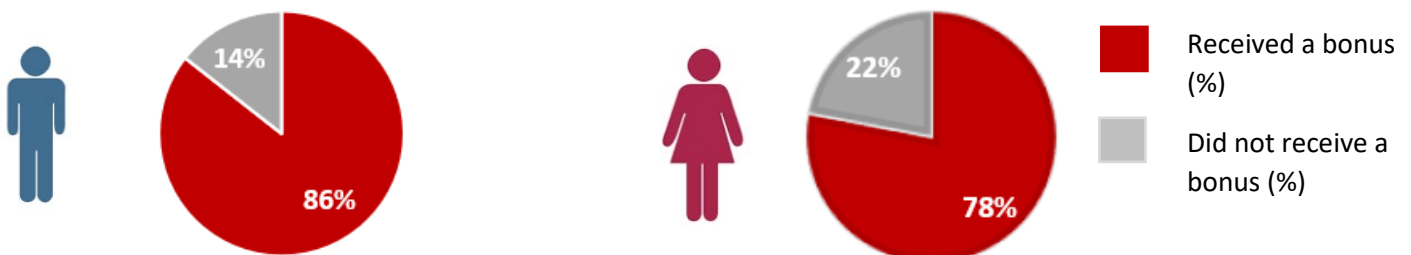
By incorporating employees across the Group this almost halves our Gender pay gap.

### Proportion of employees awarded a bonus – Billington Structures



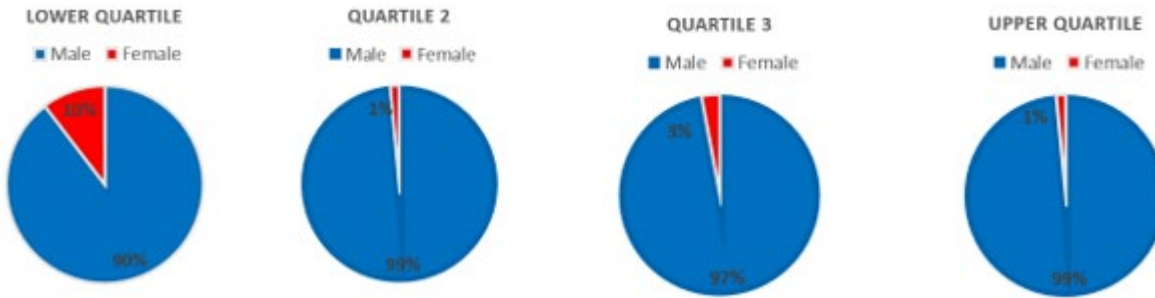
This shows a 12% difference in the number of men and women being paid a bonus in the 12-month period to April 2021. The reason for this is we had a number of male employees start after the cut-off point to be awarded a bonus.

### Proportion of employees awarded a bonus – Group

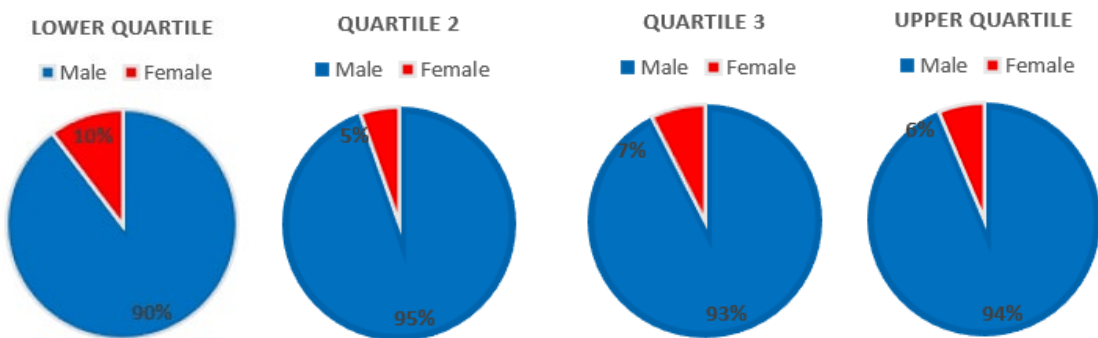


This shows an 8% difference in the number of men and women being paid a bonus in the 12-month period to April 2021.

## Pay Quartiles – To April 21 – Billington Structures



## Pay Quartiles – To April 21 – Group



The above image demonstrates the gender distribution across four equal sized quartiles, each containing around 70 employees for BSL and 95 employees for Group.

By including all group employees this increases the number of females in the higher pay quartiles.

Following an equal pay audit, we are confident that all of our employees are paid equally for doing equivalent jobs.

We recognise that the nature of our industry and the well documented underrepresentation of females in it is the reason why we have a gender pay gap. We take all steps available to recruit more females into our business and encourage young girls leaving education to consider a career in construction and engineering by working with local schools and colleges.

We have taken steps in the last 12 months to improve our pay gap and this has moved in the right direction. This is due to pay reviews being awarded and the recruitment of more senior females into the business.