

## What is it?

As an employer with over 250 employees, we are required by law to undertake Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for all relevant employees at the prescribed snapshot date.

There is a requirement to publish the results on our website and a government website within a year of the snapshot date of 5th April.

The gender pay gap should not be confused with equal pay. Equal pay concerns pay differences between men and women who carry out the same or similar jobs or undertake work of an equal value. Whereas the gender pay gap is concerned with the differences in average pay between men and women.

## How does it work?

This process requires 6 calculations to be made in order to ascertain the difference between the average earnings of men and women within our organisation.

The calculations to be made are as follows:

- Mean gender pay gap in hourly pay, expressed as a percentage
- Median gender pay gap in hourly pay, expressed as a percentage
- Mean bonus gender pay gap, expressed as a percentage
- Median bonus gender pay gap, expressed as a percentage
- The proportion of males and females receiving a bonus; and
- The proportion of males and females in each pay quartile.

## The Results

SDC Builders Limited has undertaken the required calculations and the results are as follows:

- The mean gender pay gap is 25.8% (2022-29.0%)
- The median gender pay gap is 20.1% (2022-24.2%)
- The mean bonus gender pay gap is 35.2% (2022 – 45.9%)
- The median bonus gender pay gap is 32.3% (2022 – 44.1%)

The proportion of male employees receiving a bonus is 96.2% (2022 - 95.3%) and the proportion of female employees receiving a bonus is 96.4% (2022 – 91.8%).

## Pay Quartiles by Gender

Quartile	Total	Male	Female
Upper	91(87)	94.5% (96.6%)	5.5% (3.4%)
Upper Middle	91(87)	90.1% (94.2%)	9.9% (5.8%)
Lower Middle	91(87)	84.6% (89.5%)	15.4% (10.5%)
Lower	92(87)	72.8% (62.8%)	27.2% (37.2%)

Department	Total	Male	Female	%age of females
Accounts	8	4	4	50%
Administration	11	0	11	100%
Bedford Plant Hire	17	14	3	18%
Buying	8	6	2	25%
Contracts-Managers	86	86	0	0%
Contracts-Operatives	39	39	0	0%
Design	30	23	7	23%
Estimating	6	6	0	0%
HR & Development	12	7	5	42%
IT	9	8	1	11%
Limegrove	4	4	0	0%
Planning	7	6	1	14%
QS	32	26	6	19%
Sales	13	7	6	46%
Services	20	20	0	0%
SHEQ	10	6	4	40%
Special Projects	53	50	3	6%
Holdings				
	365	312	53	

## The Results (Continued)

Whilst looking at the figures, it is important to remember that SDC Builders Limited is part of the construction industry, a sector that has historically been male dominated. In view of this and the fact a vast number of our senior and management staff have had long service with the company, our figures continue to reflect this historical position within this industry.

Of the 365 employees reported on, 313 are male and 52 are female (2022 - 296 and 49).

## What can we do?

We will continue to try and concentrate on ensuring more females are engaged in roles in the company, but we remain conscious that this could lead to men being overlooked in order to improve our figures. Our recruitment policy continues to be based upon which candidate is better suited for a role, either by experience, qualification, enthusiasm or a willingness to learn, regardless of gender.

## What more can we do?

We operate a management trainee scheme, where an intake of enthusiastic candidates are engaged to learn the different aspects within our organisation and hopefully find a role they feel suits them best.

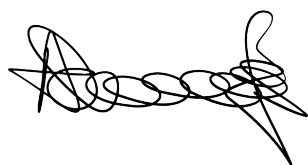
The snapshot period for the gender pay gap sees an equal mix of male and female and we hope that with the skills they obtain as part of the company they will continue to work as part of the SDC family and progress into advanced roles within the company.

We aim to accommodate any women returning from maternity leave to fit in with their needs and are open to negotiations regarding changing hours, but we have to be conscious that we are a commercial organisation and as such are only able to accommodate the changes if it is suitable for the role that person is engaged in and doesn't negatively impact on our clients.

We intend to conduct a survey and questionnaire of our female staff members to identify ways we can support and encourage them. We intend to hold a diversity forum and look to implement policy changes that may be identified during these discussions. This will hopefully encourage women into the construction industry and support their career development.

We will promote construction careers to females during school, college career and STEM events, and encourage them to apply for positions on our management trainee scheme.

## Signed

A handwritten signature in black ink, appearing to read 'Adam Knaggs', with a stylized flourish at the end.

**Adam Knaggs**

Managing Director

## Date

27/03/2024