

**RINEY**



# Gender pay gap report

2019

# Introduction

As of April 2017, UK legislation requires businesses with 250 or more employees to publish their gender pay gap results, covering pay and bonuses. At Riney we are fully committed to supporting the principles of the gender pay gap initiative. We are also committed to the principles of equal pay for all our employees.

As with many organisations in our sector we are aware that females are typically under-represented.

We are actively challenging this trend to attract more females into our business. We are confident that we do not operate any form of discrimination within our reward structures or recruitment processes. We are, however, committed to continuing to work to reduce the existing gender pay gap and are in the process of identifying further actions that may have a positive impact on this.

## Gender Pay Gap Calculations

### WOMEN'S HOURLY RATE DIFFERENCE (LOWER)



The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. Our mean gender pay gap for average hourly pay was 5.3%, with our median being 2.3%.

When using the mean to calculate an average, it is influenced by the salaries of senior employees within an organisation and thus may not be truly representative of the average earnings of a typical employee. In taking the median, the middle value of the data is considered, and consequently it is considered a better indicator of typical average earnings.

As is customary in our industry we have a high population of males. This is particularly apparent in

our site based manual operations, which is the area of our business where the majority of our staff are employed.

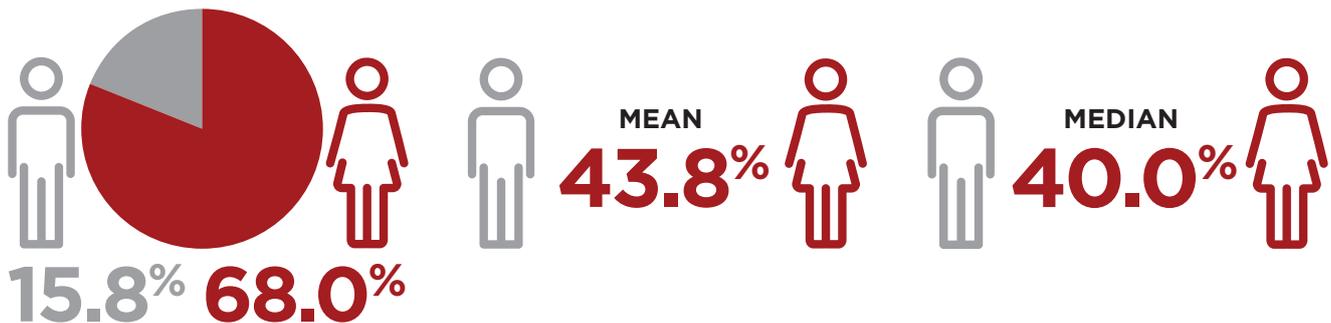
Office for National Statistics data shows the median gender pay gap across the UK as a whole is 8.9%.

Our figures are lower than the sector average and which illustrates our strong commitment to paying men and women in comparable roles equally.

Our mean figure illustrates the fact that most senior roles within the organisation are currently held by men. We are committed to reducing this figure by continuing to mentor, promote and recruit more females into senior positions.

## Bonus Payments

### % headcount receiving bonus Bonus Gap



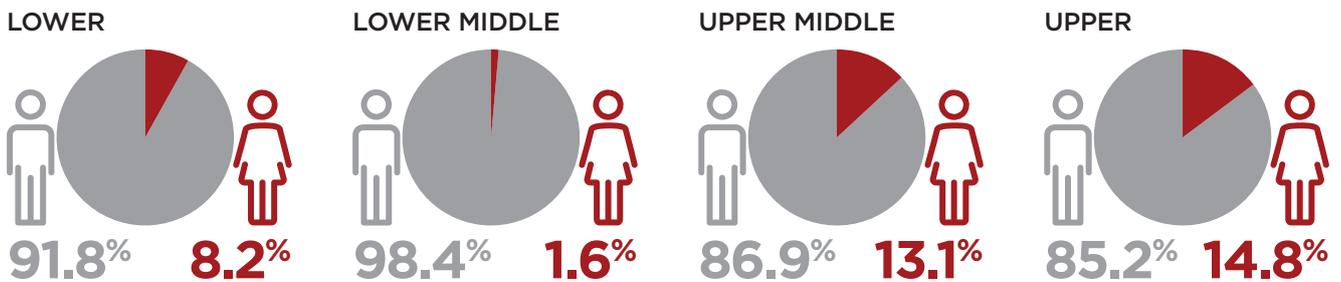
From the data, we can see that a significantly greater proportion of females received a bonus for the period, however the mean and median pay gaps suggest a significantly lower pay amount.

During the period, bonus awards were predominantly made to office-based staff. A majority male base for the upper management team is reflected within the

bonus award, with the pay gap skewed by the awards made to the management team.

This identifies that there are fewer females in senior management positions and subsequently a lower award was made within the population of those receiving a bonus.

## Gender Pay Gap Quartiles



The quartile bands reflect the fact that overall the proportion of males within the business is higher than females which is an accurate reflection of our workforce.

The Upper Middle to Upper bands identify that the number of females throughout these bands are proportionately balanced.

The Lower Middle quartile demonstrates that we are under-represented by females in positions at this level in the business.

We expect to see more females progressing through our career structure and encourage them to join our industry.

## Encouraging and Supporting Diversity and Next Steps

There are a number of things that need to change in order to reduce or eradicate the gender pay gap.

We will review our recruitment materials, sources and practices to reduce any gender bias within the recruitment process.

Unlock the potential opportunities to upskill or retrain available through apprenticeships - both with internal applicants and recruitment into apprentice roles.

In order to encourage more females into our industry, we also provide role models to speak to young, female students during construction fairs and school visits.

We will support the graduates and trainers programme to attract more woman into the organisation and industry.

Whilst this is a new initiative and is still being developed, we hope this will also support internal promotions and open up more opportunities in the lower middle quartiles.

We will be continuing with these and more initiatives to attract and encourage females to join what has traditionally been seen as a predominately male industry.

We will continue to assess our gender pay gap balance with our current employees and externally through our recruitment practices, careers fairs and our apprentice/graduate recruitment schemes.

I confirm that the information contained in this written statement is accurate.

**CHRIS MOORE**  
Managing Director