

**RINEY**



# Gender pay gap report

2023

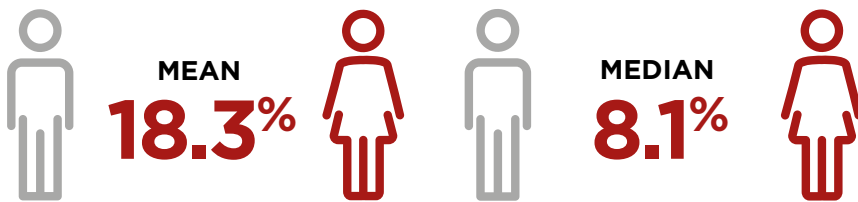
# Introduction

As of April 2017, UK legislation requires businesses with 250 or more employees to publish their gender pay gap information, covering pay and bonuses. At Riney, we are fully committed to supporting the principles of the gender pay gap initiative. As with many organisations in our sector, we are aware that women are typically underrepresented.

We are actively challenging this trend to attract more women into our business. We are confident that we do not operate any form of discrimination within our recruitment processes or reward structures and are committed to continuing to work to reduce the gender pay gap.

## Gender Pay Gap Calculations

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

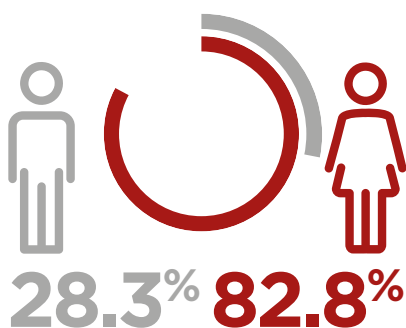


The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. When using the mean to calculate an average, it is influenced by the salaries of senior employees within an organisation and thus may not be truly representative of the average earnings 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 has been customary in our industry we have a high population of men (86.5%). This is particularly apparent in our site based manual operations and senior leaders, which is the area of our business where most of our staff are employed. We are committed to improving the gender balance by continuing to mentor, promote and recruit more women into operational and senior positions.

## Bonus Payments

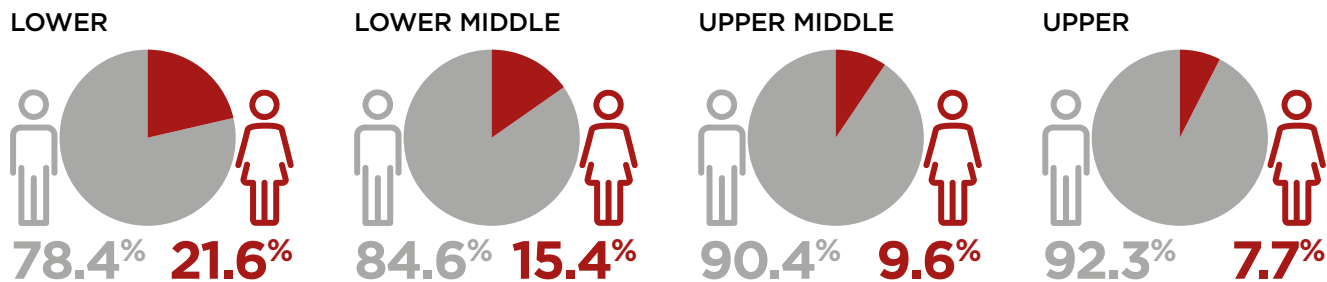
### % OF EMPLOYEES RECEIVING A BONUS



### WOMEN'S BONUS PAYMENTS DIFFERENCE (LOWER)



# Gender Pay Gap Quartiles



## Encouraging and Supporting Diversity and Next Steps

Across Riney in 2023 and continuing our momentum from 2022; women represented 43% of our Early Career intake, representing specialisms relating to Civil Engineering, Quantity Surveyor and Procurement. We have a higher representation of women in our upper middle and upper gender pay gap quartiles, and have introduced an Adoption policy mirroring maternity equivalent benefit. Whilst not reportable for 2023, we have also addressed the gender pay gap between men and women in our lower and lower middle quartiles by addressing pay differentials.

Our continuing ambition for 2024 is to relentlessly focus on attracting and empowering talent, deploying further inclusive workplace policies and providing upskilling opportunities to assist greater promotion and to introduce a Wellbeing Strategy and Welfare Audit.

## Case Study

### Alexandra Poole, Surfacing Coordinator

Returning to work following maternity leave can be a very daunting experience, however, the support provided from the Riney business made this much easier for me. The biggest challenge I faced was returning to the office five days per week and trying to find childcare to support my daughter who was only six months old at the time. I had intended to take one year's maternity leave, with the support of six months full company pay and the use of my annual leave entitlement prior to returning to work however, due to personal circumstances I needed to return to work sooner.

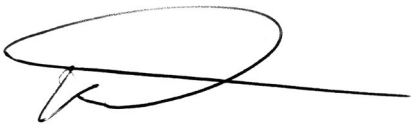
Prior to my return to work I had multiple calls with HR and a face-to-face meeting with both HR and my line manager to discuss all the options available to me and help me to balance a return to work and still being able to provide the time to my daughter and be a mum. HR explained to me that with a newly introduced policy from 2023 that I would be able to return to work on a phased basis over a four-week period but still receive

payment for my full-time hours, this meant for the first two weeks I worked three days per week and the final two weeks working four days per week to ease me back into the working environment.

I was also provided the opportunity to review hybrid working to achieve a work life balance with both working from the office and from home, we agreed an arrangement which supported both myself and the business. Due to my daughter being so young, I requested flexible working to reduce my working pattern from five to four days which was accepted by the business, with a view to review this over a six-month period to ensure this worked for me and supported me as a new mum.

Through this whole process I did not once feel uncomfortable or under pressure about what I had to offer on returning to work. I hope I am speaking for all mums when I say this process is so helpful and enables us to have a happy medium with both our career and motherhood.

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

A handwritten signature in black ink, consisting of a large, stylized loop followed by a horizontal line that tapers to the right.

**PETER HYDE**  
Managing Director