



Everwarm Gender Pay Gap Report 2017/18

Our Goals

One of the Group's most important values is 'Care'. Once we have the right people, we want them to stay with us and flourish. To support females in the business, we are launching a diversity network called 'Women in Business', which will be led by our Chairman, Bob Holt, to gain valuable insight into their experiences and how we can encourage more representation at Senior Management level.

We will work closely with our current and future clients to ensure an inclusive approach on community benefits which promotes females into our Company at apprenticeship level and elsewhere within the business.

We will review our performance management process, which will include succession planning to identify those with the capability and desire to progress. This will assist the Company in building a solid succession management framework and will also include a fair reward and bonus system.

Our overall aim is to develop a welcoming and engaging working environment that promotes a positive and truly diverse workforce across the Group.

Introduction

This report follows legislation that came into force in April 2017 which stipulates that employers with more than 250 employees are required to publish their gender pay gap analysis results to the government and the general public.

What is the gender pay gap?

The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority.

Is gender pay and equal pay the same?

No, equal pay focuses on pay differences between individuals or groups performing the same or similar work whereas gender pay is a broader measure of average earnings.

What period does the figures capture?

For this particular report, the regulations stipulate we review relevant pay periods which included 5 April 2017. For weekly paid employees we measured the pay period 3 April 2017 – 9 April 2017 inclusive and for monthly paid employees we measured the pay period 1 April 2017 – 30 April 2017. All results were combined to produce the overall report.

For bonus pay calculations, the regulations state we measure any employees who received bonus payments during the 12 months prior to the 5 April 2017.

Everwarm

What do our Gender Pay results show at a glance?

Across the industry and in our Company we recognise that our workforce is predominately male (287 males in comparison with 43 females) with a high proportion of men in engineering roles.

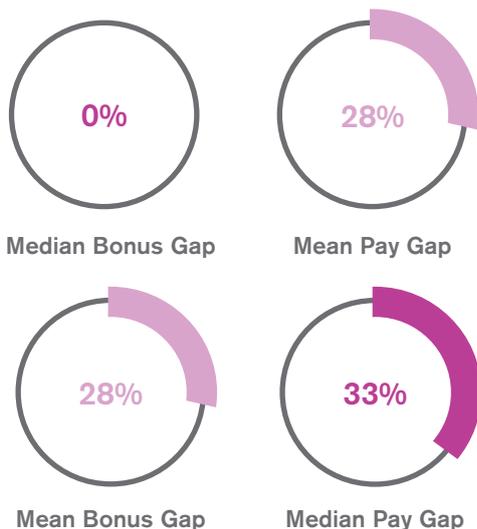
A particular finding highlighted in the research is that in the career progression of women within the business, 32.5% have been internally promoted. Of our current female employees, 30% hold managerial positions. This demonstrates some degree of the diversity within the business when recent research from Randstad and Construction News shows that 48.5% of all construction companies state that they had never had a female manager.

We also compared the data we had gathered after removing the engineering fields (predominantly male), which reduced the mean and median gaps to 24.5% and 30.5% respectively.

The average gender pay gap within the construction industry currently sits at 23.3% with the UK average recorded as 18.1%, and we must take steps to reduce this gap. We recognise that females are underrepresented which is particularly pronounced in the Company's engineering roles and at board level.

Our Gender Pay Results

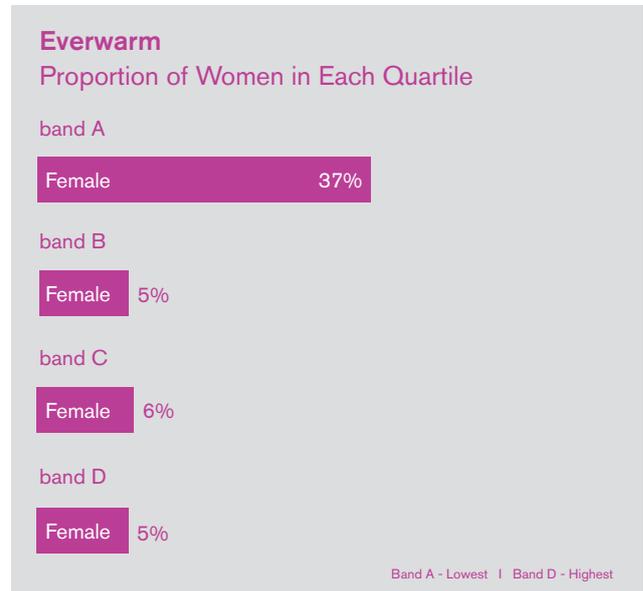
The chart below show the overall median and mean gender pay gap, which shows those employed on the snapshot date of 5 April 2017. The bonus gap is based on bonuses paid in the year to 5 April 2017.



The mean pay gap is the difference between average hourly earnings of males and females, whereas the median pay gap is the difference between the midpoints of hourly earnings of men and women. It takes the middle salary from the lowest to highest.

Our calculations show that 84% of females received a bonus in comparison with 25% of males.

The table below demonstrates the % of men and women and how they are spread across the company structure. This is shown in pay band quartiles, the lowest pay bands being A and B, and the higher levels being C and D.



Our results clearly confirm underrepresentation of females in quartiles B, C and D. We must look at how we engage with and encourage females into the industry in all disciplines, especially those in engineering and at operational level.

Our bonus gap reflects the distribution of senior members at board level within our business and 2 retention payments made in 2016 to male professionals.

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We are passionate about fairness, equality, inclusion and are committed to reducing our gender pay gap
 Kirsty McNamee
 SHRBP