



THE WINVIC WAY

WINVIC GENDER PAY GAP REPORTING

WINVIC CONSTRUCTION LIMITED | APRIL 2021



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I WHAT IS THE GENDER PAY GAP?

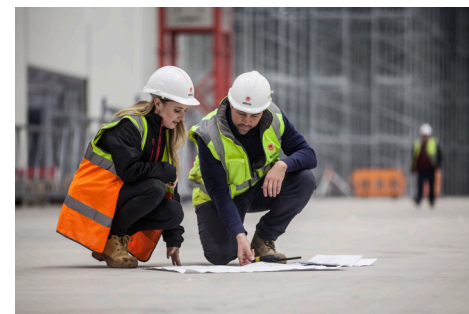
The Gender Pay Gap measures the difference between the average hourly pay for all women and men across our organisation. It is important to acknowledge that it is different to equal pay as it takes into account all roles at all levels of the organisation, rather than comparing pay received by women and men performing the same roles. We regularly review and analyse our employees' pay and we are confident that our pay structure is gender neutral and both men and women receive equal pay for equal work

The figures are shown as the Median average; if all employees were lined up in a line, in order of pay from highest to lowest, the Median Gender Pay Gap compares the pay of the female in the middle of their line and the pay of the male in the middle of their line. The Mean average is arrived at by adding up women's salaries and dividing this figure by the number of women in the organisation and doing the same for men. These calculations are not perfect, because as with all companies, different jobs pay differently and the number of men and women performing these jobs varies, so a gap exists.

Difference between the average hourly pay for all women and men across our organisation

All roles at all levels of the organisation

Regularly review and analyse employees' pay



OUR GENDER PAY GAP STATISTICS

Our Gender Pay Gap (GPG) report shows that the average pay difference between men and women at our company. The figures are taken from April 2019 to April 2020 and relate to our Construction business, which is in accordance with Government requirements and the Gender Pay Information Regulations 2017.

In 2020, our overall mean gender pay gap reduced by 2.74% per cent and our median pay gap decreased by 2%. Our gender pay gap figure is mainly due to fewer women in senior positions, which is a common issue within the industry as nationally women are underrepresented as a result of fewer females choosing as career in construction at the entry level.

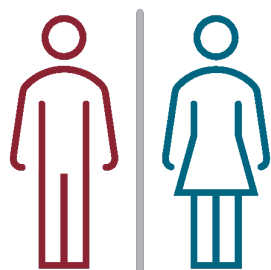
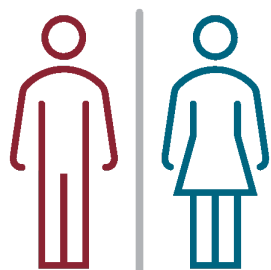
Pay Gap

Mean Gender Pay Gap

47.06%

Median Gender Pay Gap

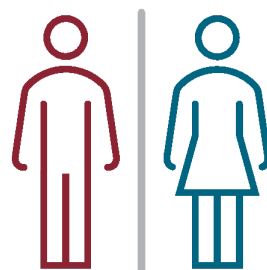
52.49%



Bonus Gap

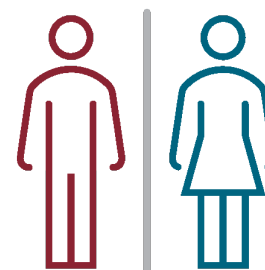
Mean Gender Pay Gap in Bonus Pay

61.10%



Median Gender Pay Gap in Bonus Pay

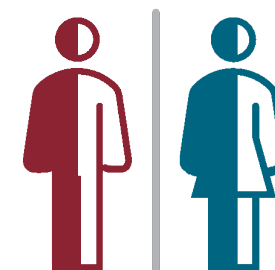
50%



Proportion Males/Females Receiving a Bonus

50.35%

53.26%



OUR GENDER PAY GAP STATISTICS

Pay Quartile

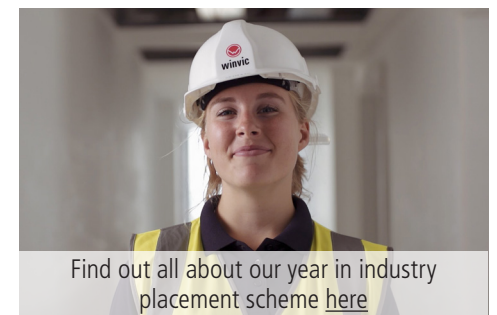
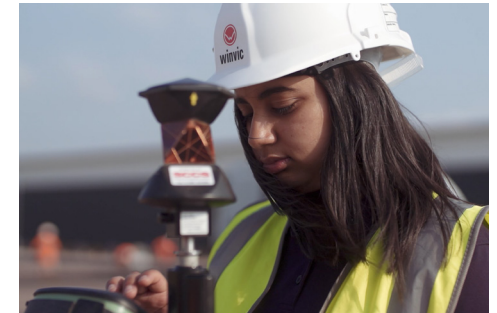


I ENCOURAGING A DIVERSE WORKFORCE

As a responsible employer, we recognise that having a diverse workforce is important to our future and as part of our Equality, Diversity and Inclusion Policy, we are committed to ensuring equal employment opportunities and to fairness in our recruitment, development, promotion and reward practices. Like most companies in the industry, we recognise that there is much work to be done in this area, and so across the business, we are actively engaged in activities aimed at attracting and developing an increasingly diverse workforce, which we believe will in turn have a positive impact on gender pay.

For many years, we have been encouraging women to enter the sector and promoting an environment in which they can thrive, develop and progress as we recognise that changing the perception of the construction industry will attract more women into the industry and can help to close the gender pay gap. In March, we appointed a Finance Director to our Construction Board, someone who has grown and developed with the business since joining us in 2010 initially working part-time following a career path break as a qualified accountant to balance family life, progressing from a Purchase Ledger role to Head of Accounts and now Finance Director. We are pleased to see more talented women who joined us at a young age developing into senior roles as their careers progress.

To encourage more females into our business, we have expanded our graduate and apprenticeship programmes and developed a year in industry placement scheme to attract a wider range of employees into the company to increase our talent pipeline. We are providing progression opportunities for both women and men through leadership development programmes including a new Future Leaders initiative to complement the bespoke training and development plans all Winvic employees are supported by to ensure they have access to the right training opportunities tailored to their individual needs, encouraging them to achieve their full potential.



Find out all about our year in industry placement scheme [here](#)

I INSPIRING A GENERATION

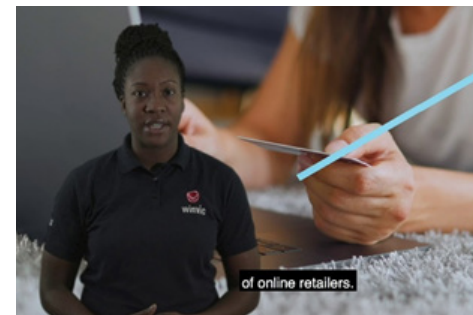
However, we are also realistic about the challenges we face and the makeup of the industry we operate in. In order to recruit more women to senior positions will require tackling the national and regional problem of how to recruit more women at a site level. We are affected by the regional numbers of females entering the profession, when we attend careers fairs there simply are fewer female candidates. There are many reasons why as an industry we don't see more females studying construction and civil engineering, and a lot of that starts with aspirations at school, a lack of role models and parental influence.

So, we seek to inspire a diverse range of young people by targeting schools to introduce construction as a career path at an early age. Through our careers fairs and partnerships with local schools, colleges and industry bodies, we actively promote positive role models and the broad range of careers available, to encourage them to aspire to join the industry in the future. We are sponsors of NTU's Women in Construction Award and proactively support Women into Construction and Engineering events where our female members of staff regularly speak.

Promote positive role models and the broad range of careers available

Sponsors of NTU's Women in Construction Award

View the LLEP World of Work video, inspiring young people into the industry [here](#)



CREATING EQUAL OPPORTUNITIES

However, the publication of gender pay gap reports, and the extent of the industry-wide problem it has revealed, that will take a generation to change, does little to enhance the image of the construction industry as an attractive career option. As a consequence, the negative narrative surrounding it is counterproductive and may actually hold women back from entering the industry, particularly at the entry level if females think they will earn less than men.

Nonetheless, we will continue to play a vital part in attracting, retaining, and progressing female talent within our business and by promoting best practice and at the same time positive role models to reinforce a positive image of the industry. We will ensure more opportunities exist for female talent to join Winvic, stay with us and develop their careers with us and over time, through natural career progression, reach senior positions which will in turn have a positive impact on the gender pay gap.

For Winvic, it's about the right person for the right role but creating equal opportunities.



Heather Ratcliffe
Finance Director



Heidi Salmons
Head of Marketing and
Communications

Developing staff as well as projects, that's the Winvic Way.



Read about our Compliance Manager Jackie's Women in Construction Awards Journey [here](#)

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