

GENDER PAY GAP REPORTING

WINVIC CONSTRUCTION LIMITED - APRIL 2023



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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 women and men receive equal pay for equal work. Gender Pay Gap focuses more on opportunities, and asks (when a gap is present): why are men in those higher paid positions

The figures are shown as the Median average; if all employees were lined up 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 fifth Gender Pay Gap (GPG) report shows the average pay difference between men and women at our company. The figures are taken from April 2021 to April 2022 and relate to our Construction business, which is in accordance with Government requirements and the Gender Pay Information Regulations 2017.

In 2023, for the third year running we have seen our Gender Pay Gap figures reduce due to having more females in the upper two quartiles; our overall mean Gender Pay Gap reduced by 0.43% per cent and our median pay gap decreased by 3.67%.

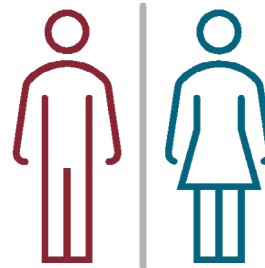
Historically, there have been far fewer females entering the construction industry and this gender imbalance is visible in senior positions. Going forward, we predict our Gender Pay Gap figures are likely to be affected because we are attracting more women into our apprenticeship, industry placement and graduate programmes. Naturally, they are at the start of their careers and therefore in the lower quartiles. Nevertheless, our robust strategy will drive us towards achieving long-term, sustainable progress in closing our Gender Pay Gap.



Pay Gap

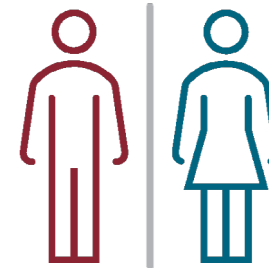
Mean Gender Pay Gap

43.38%



Median Gender Pay Gap

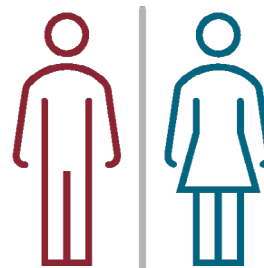
45.09%



Bonus Gap

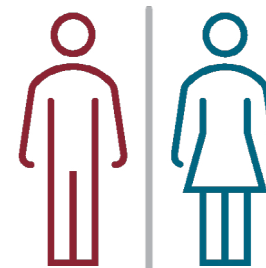
Mean Gender Pay Gap in Bonus Pay

61.86%



Median Gender Pay Gap in Bonus Pay

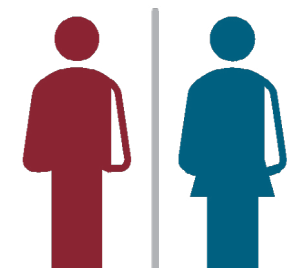
54.60%



Proportion Males/Females Receiving a Bonus

85.61%

82.18%



OUR GENDER PAY GAP STATISTICS

Pay Quartile



ENCOURAGING A DIVERSE AND INCLUSIVE WORKFORCE

We recognise our people as our greatest asset and that having a diverse workforce is crucial to the future success of our business. Therefore our goal is to ensure Winvic is a happy, safe, healthy and inclusive place to work. We are dedicated to ensuring equal employment opportunities and to fairness in our recruitment, development, promotion and reward practices as part of our Equality, Diversity and Inclusion Policy. However, like most companies in our industry, we recognise that there is still much work to be done in this area. Helping to tackle future industry skills shortages in meaningful ways by proactively promoting the sector and encouraging diversity is something we recognise that we have an important part to play in. Attracting, retaining, and progressing talent within our business and promoting best practice, and at the same time positive role models reinforces a positive image of the industry. We recognise that changing the perception of construction will attract more women into the industry and can help to close the Gender Pay Gap.

By investing in all areas of our business, we have opened up further opportunities for female talent to join us, and create an environment in which they can thrive and develop and over time through natural career progression, reach senior positions which will in turn have a positive impact on the gender pay gap. We are pleased to see more talented women who joined us at a young age developing into senior roles as their careers progress. We also recognise that helping today's intake of employees develop into more senior roles over time will help the long-term balancing of our diversity.

The expansion of our apprenticeship, industry placement and graduate programmes are helping us to attract more females into our talent pipeline. Through our continued efforts to promote gender diversity and have equal progression opportunities - inclusive and accessible to all – through leadership development programmes, we encourage all our employees to achieve their full potential. This complements the tailored, individual training and development plans that all Winvic employees are supported by.

This year, we have introduced an enhanced Maternity Pay Policy, which will help us to maintain our excellent retention rate and we hope will attract more female talent. Like all businesses within our industry, we can't afford to miss out on this talented and broader candidate pool. We know that nationally the effects of women taking time out for motherhood makes up a large proportion of the gender pay gap across all businesses. Similarly, Covid-19 has resulted in a greater reduction in working hours for mothers on a national level. Furthermore, our new Employee Volunteering Policy enables employees to take a day's paid work time each year for corporate volunteering to contribute their time and talents to recognised charities, causes or not-for-profit organisations, making a positive difference in their communities. These new enhancements complement our fantastic employee benefits and loyalty reward programmes which demonstrate our commitment to Putting our People First.



I INSPIRING A GENERATION

We're passionate about raising awareness of opportunities as our industry and the endless career and development opportunities it offers for both women and men isn't widely known about still. 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 plays a huge part. While the work we do with schools and colleges is hugely important, so is reaching parents, we jump on opportunities when they arise through school careers fairs. We are still affected by the regional numbers of women entering the profession, when we attend careers fairs there simply are fewer female candidates. Whilst we are realistic about the composition of the industry we operate in and the related challenges, we know that recruiting more females to senior positions will require a long-term effort to tackle the national problem of how to recruit more women at a site level.

So we focus on building excellent relationships with education and training partners across the country and industry bodies such as the CITB, to allow us to promote the industry as much as we can through school talks, student interview practice, industry and work experience placements. We believe in introducing construction as a career path at an early age, targeting primary schools to inspire a diverse range of children from a young age. By actively promoting positive role models and the broad range of careers available, we hope to encourage them to aspire to join the industry in the future. As well as promoting the broad range of careers available through virtual careers events and our online channels, we invite students to our sites to see what we do across all areas, from design and construction to digital innovation and sustainability. We have seen, are seeing and hope to continue to see an increase in the number of women working at Winvic and coming through on work experience placement schemes, so our efforts are paying off.

We sponsor Nottingham Trent University's (NTU's) Women in Construction Award and regularly celebrate national initiatives such as Women in Construction Week, International Women's Day and National Careers and Apprenticeships weeks, by shining a light on female role models from a wide range of roles who are an inspiration across Winvic. We proactively support Women in Construction and Engineering events across the country where we encourage employee participation to provide talks and deliver interactive STEM workshops as well as promoting career pathways.

Inspire a diverse range of young people and actively promote positive role models.

Sponsors of NTU's Women in Construction Award

Partnerships with local schools, colleges and industry bodies - encouraging and inspiring students to join the industry.



I CREATING EQUAL OPPORTUNITIES

We still believe that the publication of Gender Pay Gap reports, and the extent of the industry-wide problem that it has revealed will take a generation to change, does little to enhance the image of the construction industry as an attractive career option for women. As a consequence, the negative narrative surrounding it can be 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 an important role by 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 believe in equality and inclusion across all areas, this is part of our culture, and it helps us attract and retain the very best people – those that exemplify our values. The best people provide the best experience for our clients, supply chain, stakeholders and the communities in which we live and work. And that’s why our people are our most important asset.

Closing the Gender Pay Gap isn’t about quotas for hiring more women or promoting them to higher positions as that would be discrimination against men. It’s about creating equal opportunities – every person looking to join us or be promoted is assessed equally and goes through the same process. 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. Seeing our efforts starting to pay off is great, but we’re always looking for ways to make Winvic more diverse and inclusive in the future. It’s never just been about gender for us.

For Winvic, it’s always been about the right person for the right role and the company, and creating equal opportunities.



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Developing people as well as projects, that’s the Winvic Way.



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