

2021

GENDER

Pay Gap Report

Grafton Merchants GB (GMGB) Limited is a provider of building materials and related products to trade customers. GMGB includes Buildbase, Civils and Lintels and PDM amongst its businesses.

This gender pay gap report is based on data as at 5 April 2021.

Our Approach

The “Gender Pay Gap” is an average figure and is distinct from “Equal Pay” which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value. The evaluation of our gender pay data indicates that the difference in average pay continues to be due to proportionately more men being in senior, higher paid roles.

We constantly review ways in which we can address the issues of Gender Pay and have successfully recruited and promoted more women into senior roles. 2021 has continued the recent trend of more females appearing in the upper and upper middle pay bands, this being 55% in 2021 compared to 50% in 2020.

We operate in a sector which has traditionally been male dominated, however, we are committed to giving equal opportunities to our current and future workforce regardless of gender. This applies not only to management positions but all roles that have historically been occupied by male colleagues. In 2021 we saw the number of female colleagues in management positions continue to increase in line with the trend from the previous two years. There are now over 10% of the management roles in the business occupied by female colleagues.

We are continually supporting aspiring females to be recognised in the talent pipeline for future regional and senior management roles. Within their respective Senior Leadership Teams Civils and Lintels have increased the number of females and PDM have retained a 50/50 gender split. Buildbase have seen a positive increase in the number of females in the Branch Manager and Assistant Branch Manager positions.

To support the ongoing commitment to attract females to apply for roles within the sector, 2021 saw the release of new recruitment sites alongside repositioning of messaging, management education and the active promotion of part time working.

These changes have had a positive influence on the Mean Hourly Pay for females which in turn has reduced the gap between male and female colleagues by 3.2 percentage points in 2021.

We aim to promote equality and diversity across all areas of our business.

We are committed to proactively challenging the underlying reasons for the gap and working across our business to address it.

Gender Pay Analysis

Mean Hourly Pay

The mean hourly rate of pay has increased for both the male and female populations to **£12.56** and **£12.41** respectively. The mean gender pay gap has narrowed with the difference being **1.2%** for 2021. During 2021 the difference in Mean Hourly pay has increased by 6.34% for our female colleagues compared to **2.95%** for males.

Mean Hourly Pay	2021	2020
Difference	1.2%	4.4%

Median Hourly Pay

The median gap for 2021 has decreased to **-3.8%** from **-0.4%** measured in 2020. This continues the trend from the previous year. Female colleagues continue to have a higher median than their male counterparts.

Median Hourly Pay	2021	2020
Difference	-3.8%	-0.4%

Mean Bonus Pay

We saw a decrease in the difference in mean bonus pay between men and women between 2020 to 2021. Due to the effects of COVID-19 the level of bonus paid was significantly reduced. In the Operations network the gender split is still heavily weighted in favour of males particularly at a senior level where bonus payments have historically been higher.

Mean Bonus Pay	2021	2020
Difference	18.9%	31.9%

Median Bonus Pay

We saw an improvement in the median bonus pay, with a swing from a **9.0%** difference in 2020 to a **-19.0%** difference in 2021. As with the Median Hourly pay this has continued the trend from the previous year.

Median Bonus Pay	2021	2020
Difference	-19.0%	9.0%

Staff in Receipt of Bonus

We saw decreased proportions of staff receiving bonuses across both genders, due to the non-payment of bonuses as a result of COVID-19.

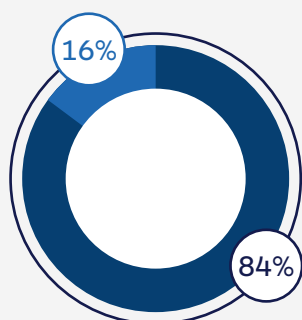
Staff in Receipt of Bonus	2021	2020
Male	35.7%	57.7%
Female	40.4%	58.8%

Salary Quartiles

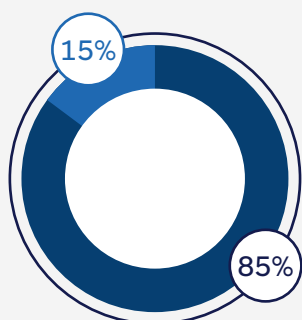
The charts below show the proportion of male and female colleagues in each pay quartile. Whilst the upper quartile has remained static, we have seen positive movements in terms of our female colleagues in the lower, lower middle and upper middle quartiles.

2021

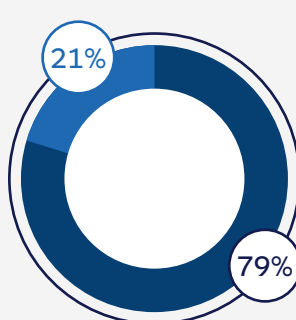
Lower Quartile



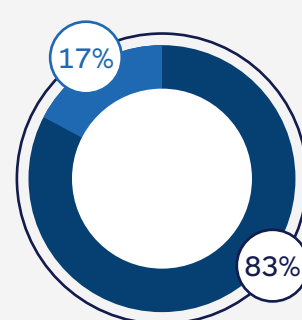
Lower Middle Quartile



Upper Middle Quartile

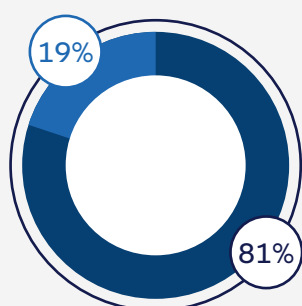


Upper Quartile

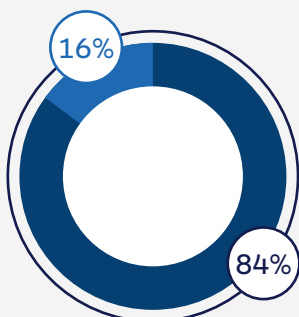


2020

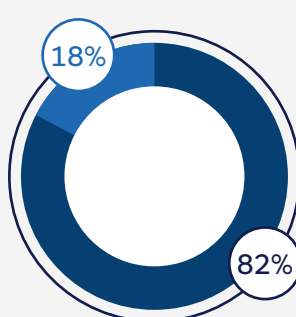
Lower Quartile



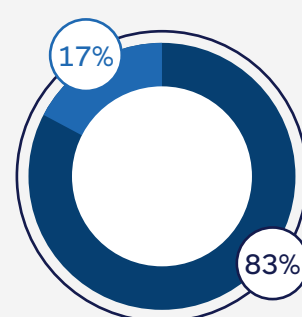
Lower Middle Quartile




Upper Middle Quartile



Upper Quartile



 Female  Male