

Gender Pay Gap

REPORT 2022

Esh Construction Limited

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Esh Construction Limited (ECL) operates within the construction sector across the North East of England, Yorkshire and the Humber region; predominantly within civil engineering, building solutions, property services and facilities management sub sectors.

This Gender Pay Gap Report is based on data as at 5th April 2022. At this date we employed 583 people with 519 (89%) being male and 64 being female (11%).

ECL regularly reviews pay to ensure that there is consistency between roles and employees within roles; in this regard, we believe we are an equal and fair employer. ECL's Gender Pay Gap is not a result of female employees earning less than males working in similar roles, but, as with the broader construction sector, ECL employs a significantly higher number of men in senior positions.

Our mean gender pay gap* is **31.18%**

Our median gender pay gap* is **28.67%**

PROPORTION OF WOMEN IN EACH PAY QUARTILE



The lower quartile includes office based, administrative roles, where 13% of employees are women, it also includes site based operative roles that are predominantly male (87%).

The lower middle and upper middle quartiles include technical and professional construction roles such as engineering, site management, project management and commercial.

The upper pay quartile includes construction, commercial and department director roles has decreased.

* Mean Gender Pay Gap - Aggregate of all pay divided by number of employees

* Median Gender Pay Gap - Pay of middle employee where all employees are ranked in pay order

PROPORTION OF EMPLOYEES AWARDED BONUS



The blend of base salary and bonus varies depending upon the nature of the role. There are significantly more men employed in site based operative and management roles which tend to have a higher weighting towards bonus to drive business performance. The proportion of women who received bonus pay increased from 8% to 60.9% during 2022. Women's bonus pay is 66.27% lower (Mean) and 58.33% lower (Median).

Our Challenge

The construction sector traditionally attracts significantly fewer women than men, and this is more notable in the subsectors in which ECL operates, where 90% of our employees are male.

Broadly, not enough women choose to study science, technology, engineering and maths

(STEM) subjects which pave the way for a wide range of careers in the construction industry. There is still a huge amount of work to be done by the sector to counterbalance some of the outdated misconceptions of the construction industry.

Our Commitment to closing the Pay Gap:

During 2023, Esh Construction Limited will take the following actions to improve its gender pay gap:

Outreach

- Continue to promote STEM careers and introduce learners to positive female role models through timetabled, 'full cohort' (male and female students) engagement in primary and secondary schools. ECL engaged over 3,000 students during 2022 and plan to engage over 5,000 students during 2023.
- Participate in more careers days and workplace awareness (such as National Careers Week) with a view to changing young women's perception of the construction sector. ECL plans to participate in 12 events during 2023.
- Launch a new timetabled school programme which delivers curriculum subjects through a construction and built environment lens in a bid to inform female students about careers in the industry and how subjects, such as maths, apply to real life job roles.

- Continue to work with colleges and universities to provide work experience and T-Level placements. ECL delivered over 300 work experience days in 2022 and plans to deliver over 400 in 2023.
- Showcase women in our organisation by promoting positive female role models both internally, through our staff intranet My.Esh, and externally through PR and social media.

Recruitment

- Target a 50/50 gender split on graduate and apprentice recruitment;
- Encourage recruitment partners to ensure gender balanced shortlists for internal and external roles;

Training

- Deliver unconscious bias training for hiring managers and senior managers;
- Ensure talented people, regardless of their gender, have every opportunity to succeed and progress their careers.

Workplace

- Enhance maternity pay to 90% of salary for the first 6-months of maternity leave;
- Continue to promote family-friendly policies that include flexible working now offering the option of hybrid working for most office-based roles that are predominantly occupied by women.
- Continue to embed and showcase our company values of – care, trust, respect, integrity and collaborative working – showcasing positive behaviour and managing negative behaviour appropriately;
- Continue to monitor our pay and reward structures (including bonus) to ensure men and women who are doing the same role are paid equally;
- Continue to monitor our trend dashboard which highlights gender representation within teams and by pay quartiles.