

# Gender Pay Gap

REPORT 2021

# Esh Construction Limited

## Gender Pay Gap Report 2021

**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.**

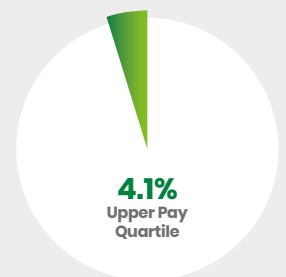
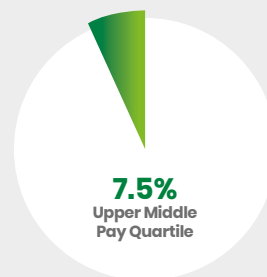
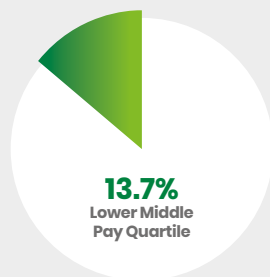
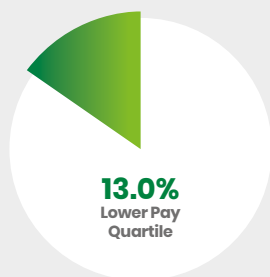
This Gender Pay Gap Report is based on data as at 5th April 2021. At this date we employed 584 people with 528 (91.3%) being male and 56 being female (8.7%).

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 **23.35%**

Our median gender pay gap\* is **12.54%**

### 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%). There are 5.5% fewer women in lower and lower middle quartiles than previous year.

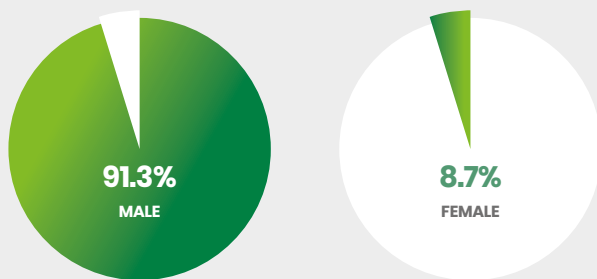
The lower middle and upper middle quartiles include technical and professional construction roles such as engineering, site management, project management and commercial. The

number of female employees increased in the upper middle quartile to higher paid commercial roles, however engineering and site management roles remain predominantly male.

The upper pay quartile includes construction, commercial and department director roles, and female representation has remained static.

\* 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. Women's bonus pay is 74.6% lower (Mean) and 59% 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 2021, Esh Construction Limited will take the following actions to improve its gender pay gap:

#### Outreach

- Continue to promote STEM careers, change perceptions and raise awareness of the range of careers in the construction industry through timetabled, 'full cohort' (male and female students) engagement in Primary and Secondary schools. ECL plans to engage over 2,000 students.
- Continue to work with Colleges to provide work experience and T-Level placements; ECL plans to deliver over 500 work placement days.
- 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 recruitment;
- Encourage recruitment partners to have gender balanced shortlists for internal and external roles;

### Training

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

### Workplace

- Continue to promote family-friendly policies that include flexible working;
- Continue to embed our new company values that include care, respect and working together;
- Continue to review pay and reward structures, including bonus structure;
- Create a live trend dashboard to highlight gender representation within teams and by pay quartiles.

