

Esh Construction Limited

Gender Pay Gap Report 2024

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.

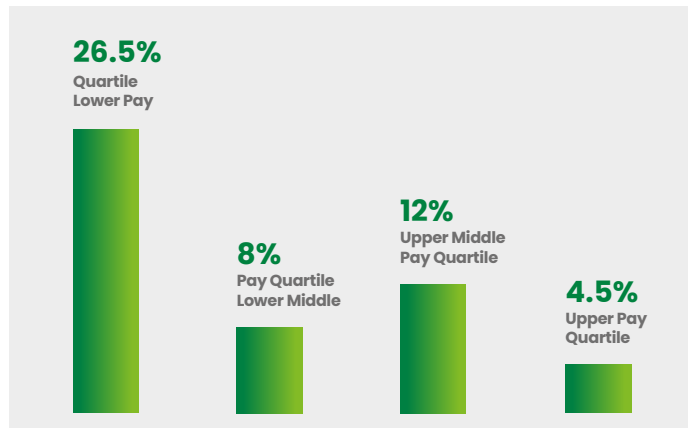
This Gender Pay Gap Report is based on data as at 5th April 2024. At this date we employed 618 people with 538 (87%) being male and 80 being female (13%).

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 24.3%

Our median gender pay gap* is 25.57%

PROPORTION OF WOMEN IN EACH PAY QUARTILE

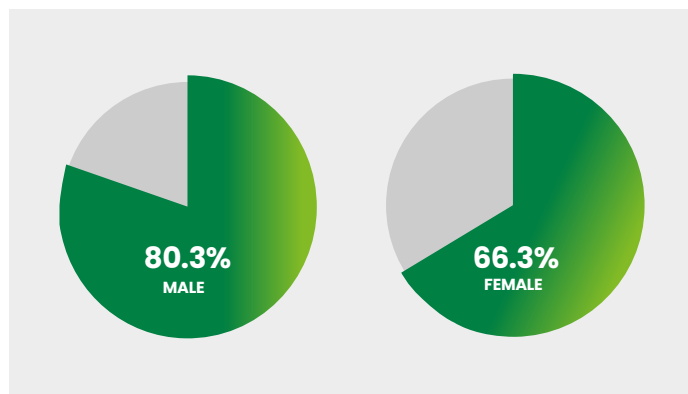


The lower quartile includes office based, administrative roles, where 26.5% of employees are women, it also includes site based operative roles that are predominantly male (73.5%).

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

The upper middle pay quartile includes construction, commercial and department head of /director roles. The proportion of women in the middle upper quartile has increased by 3.25% since 2023, and 9% relative to 2022.

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 72% lower (Mean) and 58% lower (Median) than men's.

* 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

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 87% 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 perceptions of the construction industry.

Our Commitment to closing the Pay Gap

During 2025, Esh Construction Limited will take the following actions to improve its gender pay gap, we will:

Outreach

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 5,000 students in 2023/24 academic year and plans to engage with a further 5,000 students in the 2024/25 academic year.



Continue to work with colleges and universities to provide work experience and T-Level placements for female students. ECL delivered 300 placement days during the 2023/24 academic year and plans a further 300 days during the 2024/25 academic year.



Continue the roll out of our award winning 'Construction in the Curriculum' schools 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 apply to real life job roles.



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.



Increase our representation and participation with National Association of Women in Construction (NAWIC) and Women in Property (WIP) and Women in Social Housing (WISH).



Actively participate in the North East Chamber of Commerce's EDI committee and Constructing Excellence's All In Conference – both of which explore the benefits of embracing Equity, Diversity and Inclusion (EDI) as key drivers for business growth, innovation and competitiveness.



Recruitment

- Encourage recruitment partners to ensure gender balanced shortlists for internal and external roles;
- Target a 50/50 gender split on graduate and apprentice recruitment;
- Increase apprenticeship recruitment so that number recruited represents 8% of the workforce.

Training

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

Workplace

- Maintain our enhanced maternity policy which pays 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 – this year we have taken a proactive approach to retaining female talent. We have improved pay, promoted internally, delivered development training, and taken a more open approach to succession planning.
- Continue to monitor our trend dashboard which highlights gender representation within teams and by pay quartiles.