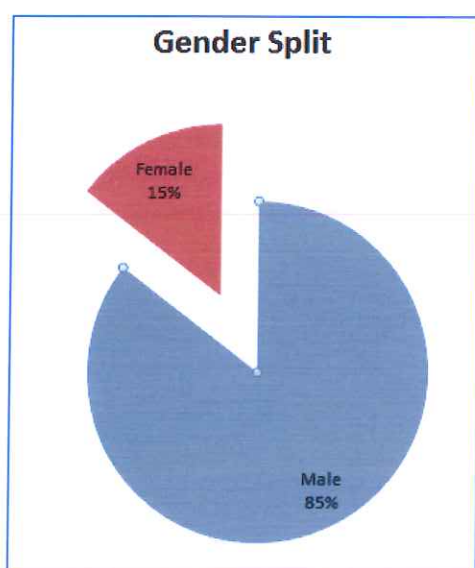


## Addressing the Gender Pay Gap

In accordance with Government legislation and from 2017, companies employing over 250 staff are required to report annually on their gender pay gap. This is the difference in the average earnings of men and women over a defined period, irrespective of their role or seniority.

### The current status



The Prater business is currently made up of a greater number of males than females and our factory and site operatives are exclusively male. This gender imbalance is an issue widely shared by organisations within the construction industry.

The construction industry has historically been a male environment and it has proven challenging to attract females to the sector, and particularly in senior operational roles.

All relevant employees as of the 5 April 2017 have been included in the calculations and include:

- Salaried staff
- Factory Operatives
- Site Operatives

Pay Element	Male	Female	% Difference
Mean Hourly Rate	£30.09	£15.16	(49.62)
Median Hourly Rate	£20.91	£14.10	(32.57)
Proportion of employees receiving bonus	59.48%	79.25%	
Mean Bonus	£4,654.99	£1,670.33	(64.11)
Median Bonus	£2,608.00	£1,577.00	(39.53)

***We are confident that men and women are paid equally for doing equivalent jobs across the business.***

Our bonus scheme is determined by profitability and covers all salaried employees following an initial six month waiting period. It is based on a points system linked to job role/seniority, so is likely to mirror closely the gender pay gap. Site and factory operatives have been included in the bonus scheme from December 2017, but were not eligible during the period defined by this report.

Quartile Split	Number	% Male	% Female	Male Mean Hourly Rate	Female Mean Hourly Rate	% Difference in Hourly rate	%Difference in mean Bonus
Lower	91	73.62%	26.37%	£10.82	£11.34	4.8	28.72
Lower Middle	90	77.78%	22.22%	£17.82	£15.68	(12)	(14)
Upper Middle	90	93.33%	6.67%	£23.66	£24.15	2.07	(2.24)
Upper	90	97.98%	2.22%	£61.28	£34.02	(44.48)	(62)

The upper quartile includes all the Company Directors, who are exclusively male, and includes a large number of senior managers, the majority of which are male. Female employees are generally younger across the business in comparison to males and at an earlier stage in their careers. This will have had an effect on the pay difference.

***Prater is an equal opportunity employer and our gender pay gap is a direct result of the lack of female representation in senior and higher paid roles.***

### **Championing Change**

Prater actively promotes construction and the variety of roles a specialist contractor can provide - as a valuable and rewarding career option.

We promote and encourage a diverse workforce. Through our website, blogs and videos, Prater shines a spotlight on the different job roles available to potential employees and shares the experiences of male and female employees.

Through Prater's Apprenticeship and Graduate Schemes, we encourage females to consider careers in construction, demonstrating that we can support their development into senior roles.

The Prater Management and Leadership Academies provide females with an equal opportunity to develop their talents and progress to management and leadership roles within the business.

Finally, Prater is a proud corporate member of NAWIC (National Association of Women in Construction). The international organisation provides a range of support, knowledge and expertise to females working in the industry to enable them to build their confidence and achieve their full potential.

We encourage all our female employees to participate and to take full advantage that membership has to offer in terms of mentoring and networking.

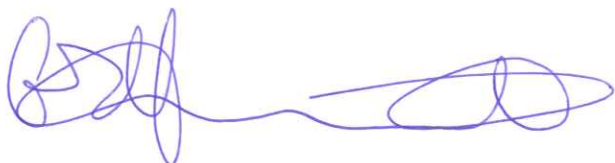
### **A commitment to closing the gender pay gap**

Prater will ensure that policies and practices are monitored on a regular basis to ensure they are fair and that there is no gender bias.

### ***Our next steps:***

- ***We are undertaking a review of our recruitment practices to ensure that they promote fairness and attract the widest and most diverse talent pool***
- ***We are reviewing decisions around annual performance, pay and bonus***
- ***We are reviewing our flexible working policies and practices to ensure that they promote engagement and wellbeing***

Prater values the positive contribution and benefits a diverse workforce can bring. We are committed to promoting and encouraging the construction industry as an exciting career option and our own business as a fantastic place to thrive and succeed.



**GAVIN HAMBLETT**  
**Managing Director**