

GENDER PAY REPORT 2018

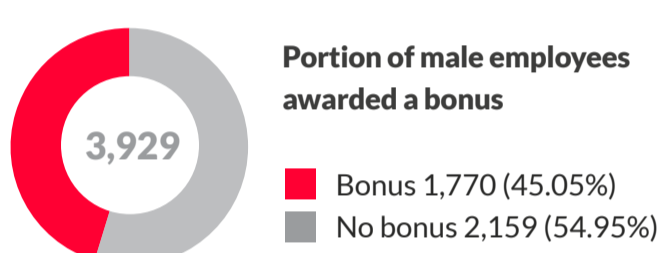
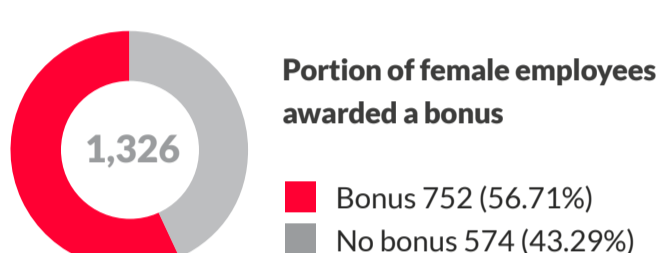
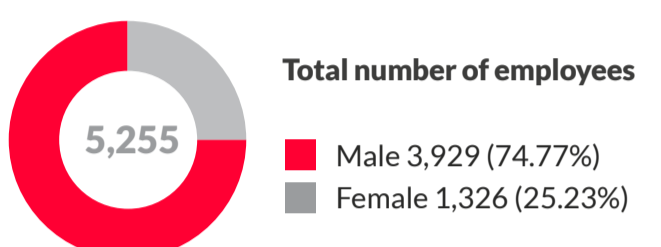
We are, in our policy and practice, an equal opportunities employer and we enjoy, promote and value a diverse workforce.



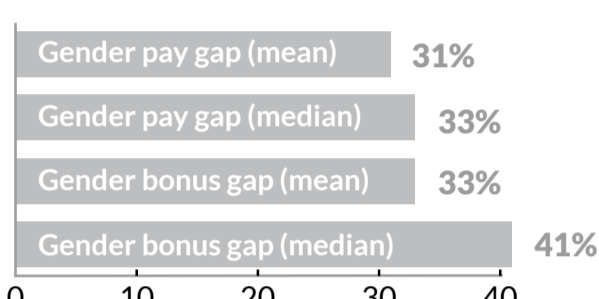
From April 2018, companies are required to disclose annually a number of specific gender pay and bonus comparisons. This report provides our data for 2017.

GENDER PAY & BONUS STATISTICS (2018)

The gender pay gap is the difference in average pay between men and women regardless of their role. It is different from equal pay which covers the pay difference between men and women who carry out the same job. At Galliford Try, where males and females perform the same job, and have the same skills and experience, they are paid equally.



Gender Pay and Bonus Gap Male to Female

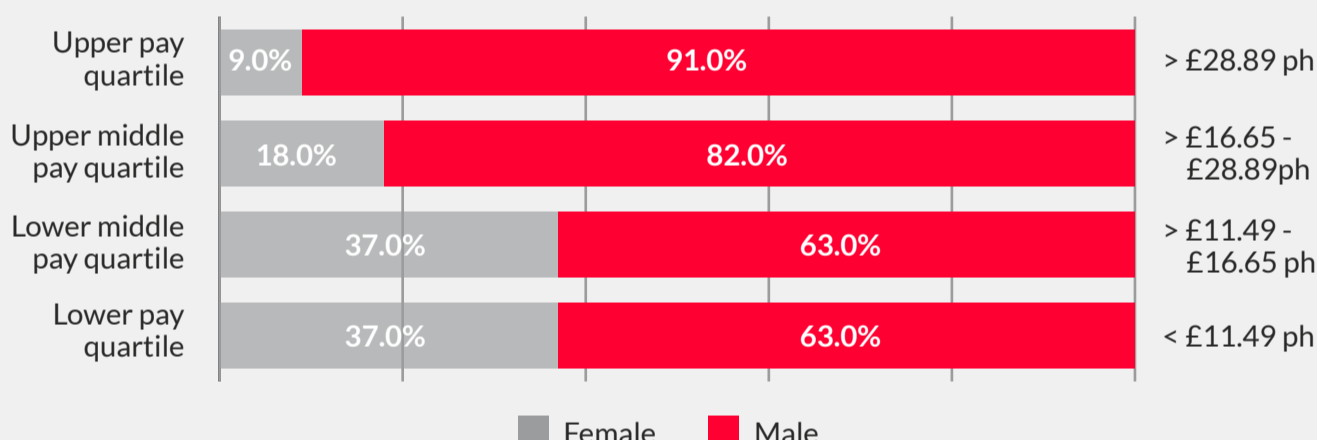


As detailed above, average pay and bonuses are between 31% and 41% higher for male employees than female employees.

The main reason for this gap is the under-representation of women in the organisation as a whole (25%); and the lack of women in more senior roles (9% in the upper quartile).

In a historically male sector such as construction, this is not unusual, although we are committed to taking action to improve these statistics (see below).

Gender Pay and Bonus Gap Male to Female



NB: these pay quartiles show the proportion of female and male employees according to four pay bands. The bands are defined by ranking all our employees from the highest to the lowest paid, then dividing this into four equal parts and showing the percentage of males and females in each of the quartiles.

TAKING ACTION

Galliford Try is committed to addressing the under-representation of women in its workforce in those roles which are heavily male dominated.

We have considered what steps we can take to attract, retain and develop women in our business, and to ensure that there is access to higher skilled roles which offer better remuneration and career progression opportunities.

This is a long-term initiative and takes into account the challenges of recruiting and retaining female talent within our sector.

We have developed a long-term strategy to increase the representation of women in the workforce, particularly in more senior positions. This strategy focuses on:

Recruitment

- Promoting careers in construction.
- Targeted recruitment campaigns.
- Shortlisting female candidates for all positions wherever possible.
- Women returners' programme.

Retention

- Establishment of a women's forum / network.
- Agile working arrangements.
- Career breaks.

Progression

- Monitoring the pipeline of talent.
- Inclusive development programmes.
- Sponsorship / coaching programmes.

We recognise the gender pay gap within our business and industry and are taking action to increase both the percentage of females within our organisation and the percentage of females in higher paid roles. We also continue to be committed to ensuring that all employees continue to be paid equally and fairly for the roles that they are in.

Peter Truscott
Chief Executive