

Gender Pay Gap Report 2024 – HG Construction Ltd

In 2024, HG Construction Ltd met the threshold to report under the Gender Pay Gap Reporting Regulations for the first time. This milestone presents a valuable opportunity to reflect on our current position and reinforce our commitment to gender diversity across the business.

While we already have several initiatives in place to promote gender equality within HG Construction and the broader industry, this report allows us to review our progress and highlight areas where further change is needed. The following information is based on pay data from 5 April 2024 (the "snapshot date").

Gender Balance at HG Construction

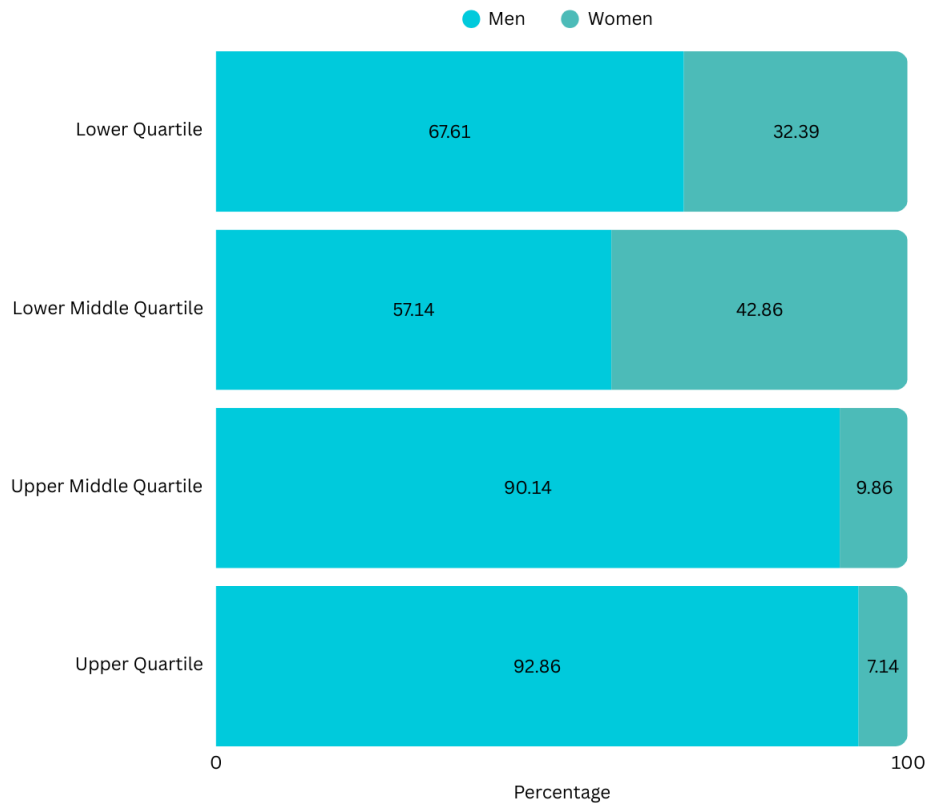


Gender Pay Gap Figures

Metric	Percentage
Mean Gender Pay Gap	39.53%
Median Gender Pay Gap	68.50%
Mean Gender Bonus Gap	59.68%
Median Gender Bonus Gap	57.14%
Proportion of Men Paid a Bonus	26.27%
Proportion of Women Paid a Bonus	16.92%

Proportion of Men and Women in Pay Quartiles

Our pay quartiles show the gender of employees according to four pay bands. The bands are defined by ranking all our employees from the highest to the lowest paid, then divided into four equal parts to show the percentage of women and men in each of the quartiles.



Understanding Our Gender Pay Gap

At HG Construction Ltd, we are fully committed to providing equal opportunities and equal treatment for all employees. We maintain a clear policy of paying men and women equally for the same or equivalent work.

We are confident that our gender pay gap is not the result of unequal pay for equal work, but rather a reflection of workforce composition and role distribution. Our pay gap is largely driven by a higher proportion of men occupying senior and higher-paid roles, and a historic underrepresentation of women within the construction industry.

HG operate a promote from within policy and as such this shows an imbalance in the upper pay medians. To address this we are focusing on recruiting more female employees earlier on in their career and as such over time this will begin to adjust the upper imbalance.

This trend is mirrored across the UK, where the construction sector has traditionally attracted more men than women. This imbalance limits the number of women progressing into leadership roles, contributing to both the pay and bonus gaps observed in our data.

What We're Doing to Close the Gap

We believe real change comes from supporting women throughout their careers, starting with recruitment and extending through to leadership development. We're proud to share that data from our most recent engagement survey shows that women at HG Construction Ltd would recommend our business as a great place to work.

Key actions we're taking include:

- Supporting industry initiatives that encourage women to enter the construction sector
- Enhancing our family-friendly policies, offering improved parental leave and flexible working options to support work-life balance
- Developing early careers pathways within the communities we serve, to improve diversity and create inclusive opportunities for all
- Partnering with local schools and colleges to raise young people's awareness of the different career opportunities available within the construction sector, and to help dispel myths and stereotypes
- Providing structured career development to help women progress to more senior roles

We recognise that addressing the gender pay gap is an ongoing process. By attracting, retaining, and supporting diverse talent, we are committed to closing the gap and building a more inclusive future.

Declaration

We confirm that the information and data reported here are accurate and meet the requirements of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Adam Quinn
Chief Executive Officer
HG Construction Ltd

