



GMI Construction Pay Gap Report

In line with legislation, GMI publishes their Gender Pay Gap for 2023.

2023

UK Gender Pay Gap



GENDER PAY GAP

INTRODUCTION

GMI Construction believes that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to succeed in an environment that enables them to do so. We also value diversity of thought and experience within inclusive groups, organisations, and the wider community. We remain focused by being responsible, agile, professional, innovate and determined. Our values mean nothing without accountability.

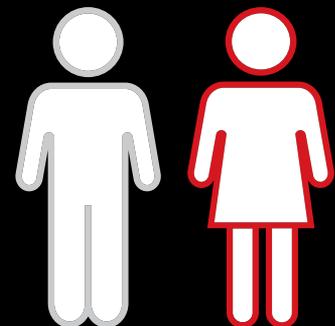
Our gender pay report reflects a business with a predominantly male workforce. Our challenge remains that the industries in which we operate suffer from a long-standing and significant underrepresentation of women.

THE GENDER PAY GAP EXPLAINED

The Gender Pay Gap is the average pay difference between women and men across an organisation regardless of role or level. It is distinct from equal pay. Equal pay makes sure that women and men are being paid equally for the same or similar role, or for work of equal value.

The report outlines four types of figures:

- ❖ Gender pay gap (mean & median averages in hourly rates of pay)
- ❖ Gender bonus gap (mean & median average)
- ❖ Proportion of men and women receiving a bonus
- ❖ Proportion of men and women in each quartile of our pay structure



MEAN

37.1%

PAY DIFFERENCE BETWEEN MEN AND WOMEN

This data demonstrates the difference in average hourly rate of pay between women and men, regardless of their grade or role. The gender pay gap at GMI is a result of the increase in men occupying senior roles.

MEDIAN

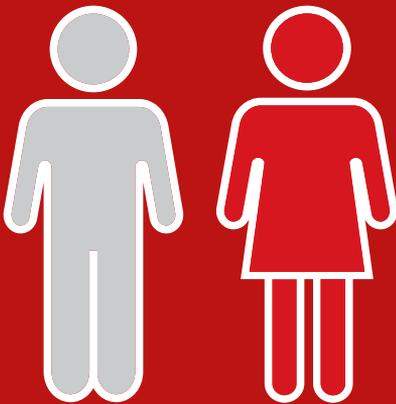
41.6%

It's important to note that gender pay gap reporting is different from equal pay reporting, with the aim to ensure that women and men receive equal pay for the same or equivalent work.

As of April 2022

MEAN - 54%

MEDIAN - 47%

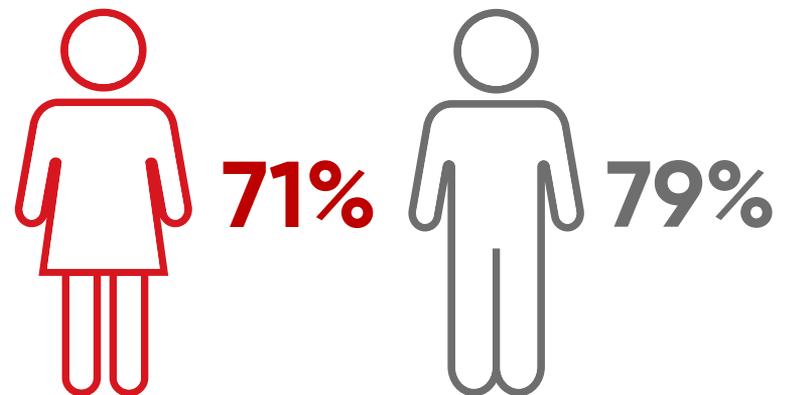


BONUS DIFFERENCE

The figures show a slight increase in MEAN to the MEDIAN percentage. Bonus amounts are generally driven by fixed percentages of salaries with higher percentages and higher salaries for senior roles. This can be seen from the quartiles which are more highly populated by men.

With this being said GMI recognises there are improvements to be made and have therefore recently implemented a new bonus strategy that aims to close the gap on the bonus difference between women and men.

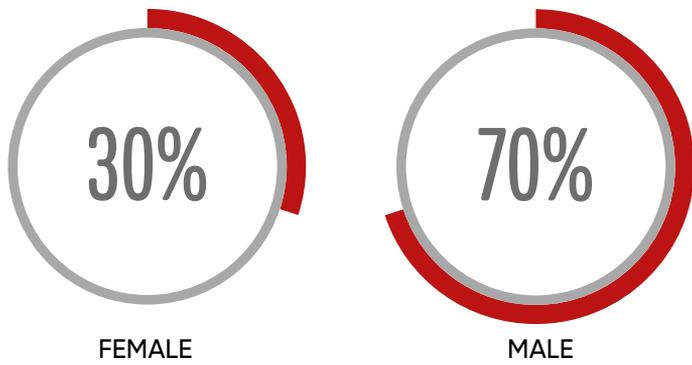
PROPORTION OF WOMEN AND MEN RECEIVING BONUSES



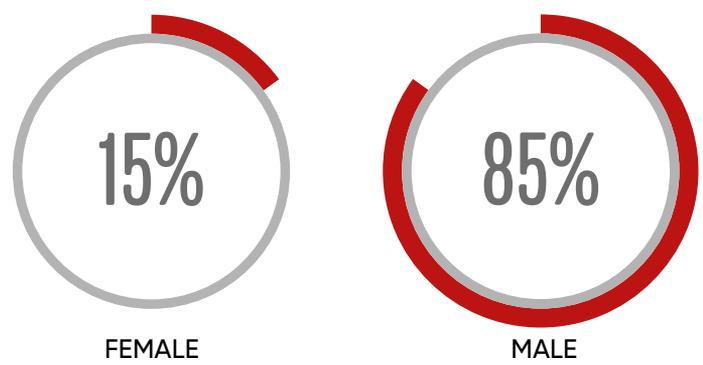
PROPORTION OF WOMEN AND MEN IN EACH QUARTILE OF OUR PAY STRUCTURE

The charts illustrate our gender distribution in each of the four equally sized pay quartiles. Despite the results, GMI aims to increase the level of women in all quartiles across the business.

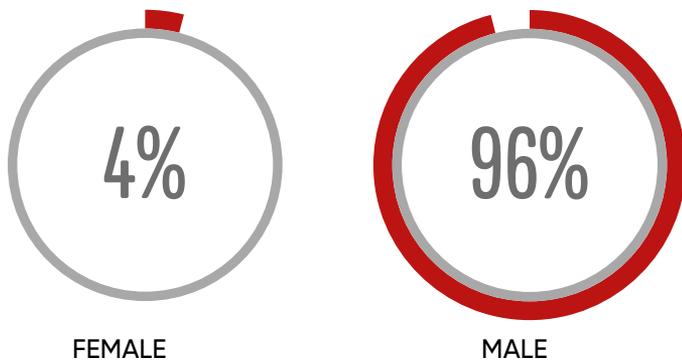
LOWER HOURLY PAY QUARTILE



LOWER MIDDLE HOURLY PAY QUARTILE



UPPER MIDDLE HOURLY PAY QUARTILE



UPPER HOURLY PAY QUARTILE

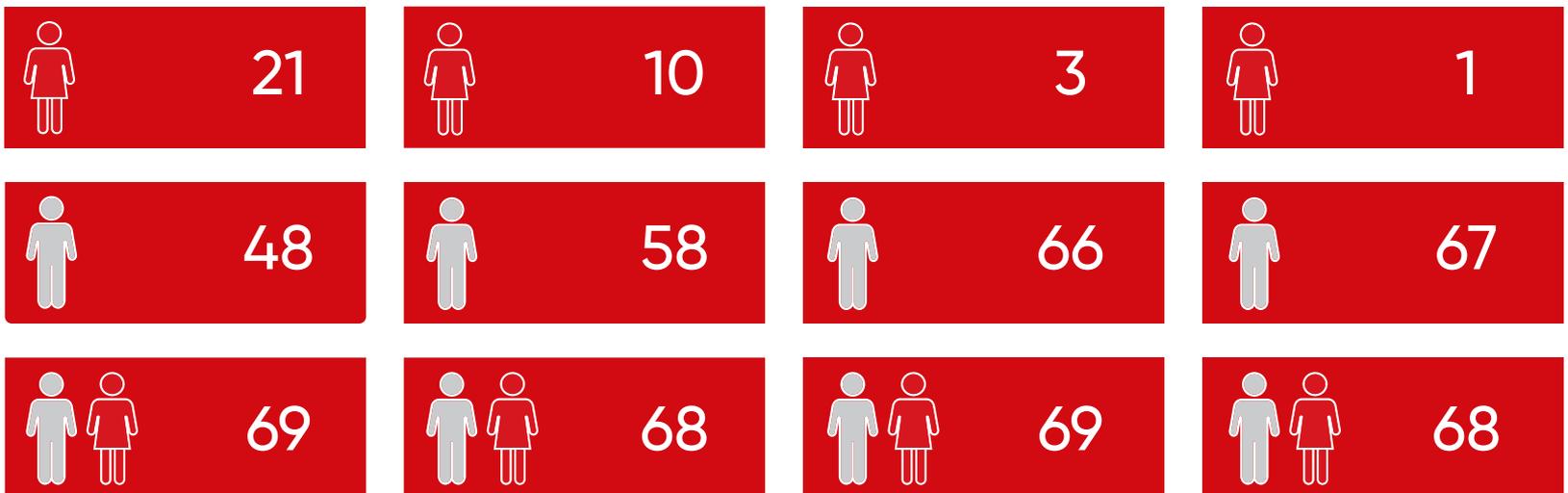


LOWER QUARTILE

LOWER MIDDLE QUARTILE

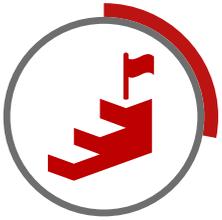
UPPER MIDDLE QUARTILE

UPPER QUARTILE



AT GMI WE RECOGNISE KEY STEPS MUST BE PUT IN PLACE TO IMPROVE DIVERSITY AND INCLUSION THROUGHOUT THE ORGANISATION.

THESE KEY STEPS ARE:



Promoting career paths and roles we offer in construction by actively supporting schools and colleges in our local communities. This allows us to offer a minimum of 5 apprenticeships per year to support early career employment, allowing for growth opportunities within the construction industry.



To maintain succession planning throughout the organisation allowing for equal opportunities which enables us to be ready when talent needs arise. This ensures we have the right people, in the right jobs, at the right time.



Our enhanced benefits including our pay during family leave, allows the business to attract a more diverse workforce. Making us a more inclusive place to work.



To eliminate bias, we have ensured that a reward framework is implemented to ensure consistency in our approach to reward at all levels.