



GENDER PAY GAP TOPPESFIELD LTD | 2021 REPORT





Bill Pryor
Managing Director

Toppesfield is the UK's largest independent surfacing contractor, with our strong family ethos we are committed to delivering an employee experience that defined by our values; People First, Integrity, Collaboration, Health & Wellbeing and Innovation. We ensure that we treat all our employees in a fair, open and honest way, striving to identify and create opportunities that enable all employees to feel included, celebrated and empowered to contribute and thrive.

We want to ensure that everyone at Toppesfield regardless of their age, gender, background, race or ethnicity has an equal opportunity to develop and progress within our company as this is vital for the success of our business. We actively encourage our employees to challenge processes and suggest ideas ensuring we are a purposeful place to work.

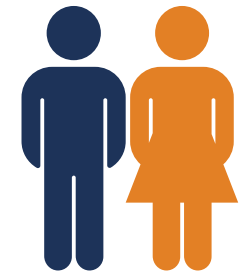
The gender imbalance in the construction industry is widely reported and the disproportionate ratio of men to women within our business is heavily reflected in our gender pay gap. Where as the gender pay gap measures the difference between the average earnings of men and women regardless of their role, equal pay ensures men and women are paid equally for their equal roles. Toppesfield fully endorses, encourages and is committed to equal pay and closing our gender pay gap.

As a business we are strive for an inclusive and diverse workforce and have introduced various initiatives and actions to support this aim. As Managing Director I am our employees biggest champion. I continue to ensure we invest in upskilling, training and promote career progression at every level of the business. We continue to implement initiatives within our business aimed at attracting women into the industry, our management team, and encourage promoting internally where possible, regardless of gender. We have made significant progress with over the last 12 months, increasing our female headcount by 55.7% since our snapshot date and whilst we're delighted with our success, we recognise that our journey is not complete.

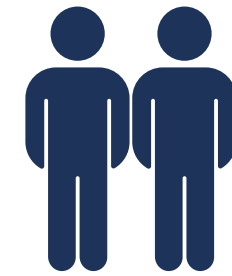
Recognising the imbalance in our business we will pay particular attention to our evolving our recruitment process to ensure these are inclusive and encourage diversity along with supporting our employees through enhancements to our family leave policies and promoting flexible working. As we will continue to listen to our employees and introduce new policies, to support our ambitious strategy,

I am excited to see our progress and ensure Toppesfield is at the forefront of the changes required in the industry. I can confirm the data disclosed within this report for Toppesfield is accurate.

| OUR STATISTICS:



Total Employees
261



Male Employees
93.1%



Female Employees
6.9%

Mean and median gender pay gap

Mean
27.6%
Median
17.1%

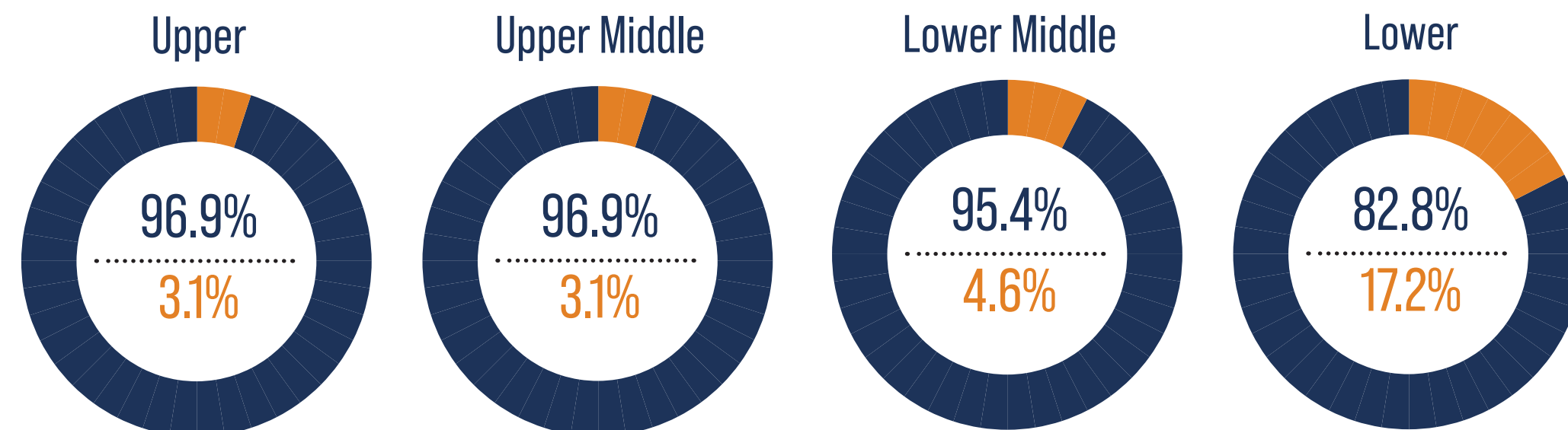
Mean and median bonus pay gap

Mean
31.6%
Median
13.7%

Proportion of employees receiving a bonus payment

Male
88.0%
Female
95.0%

Proportion of men and women in each quartile of the organisation's pay structure



Reporting Requirements

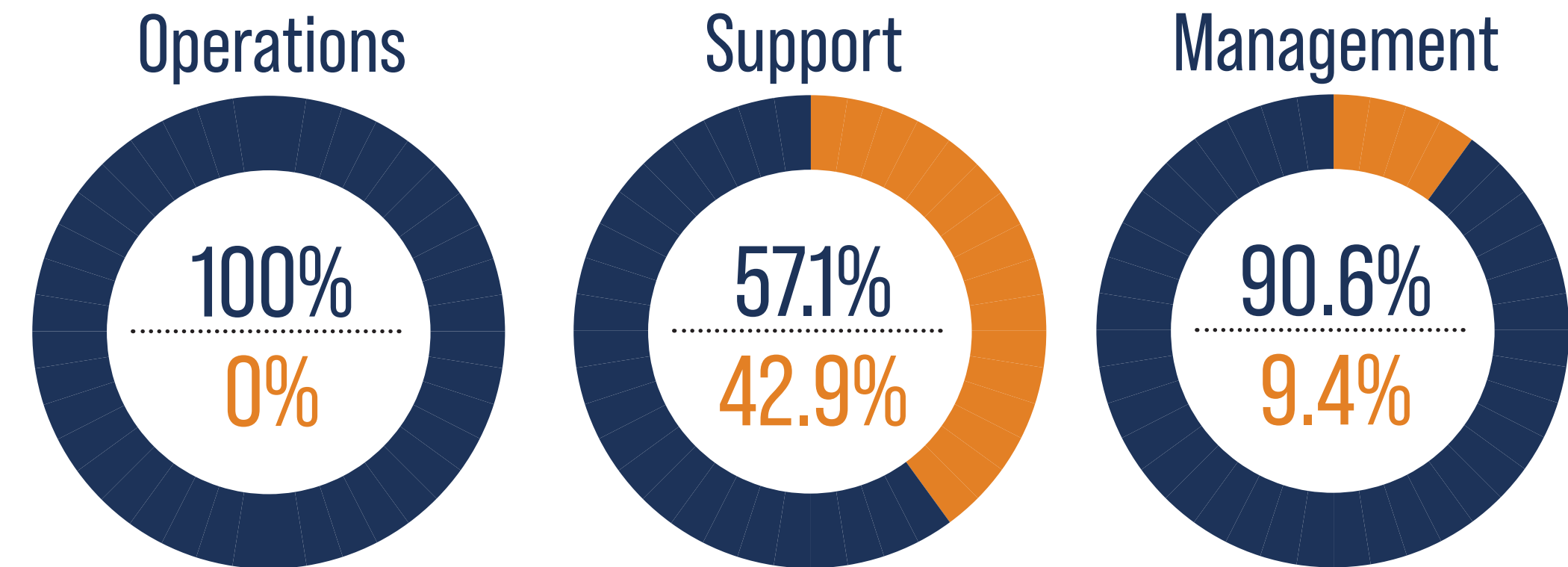
Introduced in 2017, any UK organisation employing 250 or more employees must publish and report specific figures about their gender pay gap.

What is gender pay gap?

The gender pay gap provides a snapshot of the gender balance within an organisation. It compares the average pay by gender of all roles collectively, regardless of their role or seniority in a company. The report requires organisations to publish a range of data based on a standard methodology the "mean", which is a straightforward calculation of the average hourly rate and the "median", which is the middle salary if all salaries were listed in order from lowest to highest. All organisations are required to use data on a specific 'snapshot' date which is 5th April annually.

| UNDERSTANDING THE GAP:

Proportion of men and women in each business area



We have spent considerable time reviewing our gender pay gap analysis and whilst we acknowledge there is a gap, we believe this is reflective of the lack of female representation in our operational based roles. By the nature of these jobs, they receive shift premium pay and operational based bonuses and are the roles which attract the higher rates of pay in the market. We continuously review pay to ensure that there is consistency for the same or equivalent work and believe we are an equal and fair employer.

We continue to take steps towards closing this gap but recognise this is not a quick fix, we, along with the construction industry as a whole, must ensure we challenge people's perceptions of our industry and are progressive in our approach of supporting and attracting female talent. As a business we aim to provide awareness of the exciting opportunities this industry affords along with promoting a diverse and inclusive culture.

The under-representation of women in operational roles and senior management is the overall cause of our gender pay gap. We are proactive in creating initiatives that will attract more women into these roles whilst ensuring we meet the necessary skills and expertise our business needs and through this improve our gender imbalance and create a more diverse workforce.

| HOW WE WILL MAKE A DIFFERENCE:

We continue to work hard to ensure that we are reducing the Gender Pay Gap within our business and, we have committed to a number of actions:

Family Friendly Policies

Our maternity and paternity policies have been updated for new parents, enhancing adoption, paternity and maternity offerings, with maternity increasing to 6 weeks at 90% contractual pay, followed by 8 weeks at 75% contractual pay, 14 weeks at 50% and 11 weeks at Statutory Maternity Pay

By taking a family friendly approach, we hope that more women will be attracted to the business in addition to returning to work after having a child.

Recruitment Practices

Traditionally the construction industry has been less attractive to women, meaning that we need to work harder to attract female talent. We are challenging our recruitment practices to actively seek suitable female applicants along with reviewing how we advertise roles, to ensure no unintended gender bias in our adverts or job descriptions.

Job Evaluation

We commit to reviewing all jobs in our company ensuring that a job evaluation and grading system is complete.

Building for the Future

Further target campaigns at schools, colleges, universities and job fairs, to raise awareness of the different career opportunities available within the industry and help breakdown perception barriers.

Focus Groups

Engage with our Group and attend diversity focus groups and forums to gain knowledge of how we can improve our procedures and culture across the business and drive a diverse workforce.

Flexibility

The COVID-19 global pandemic has clearly impacted the work-life balance dynamic and has shown that people can work flexibly and maintain productivity. We continually review our working policies to ensure they better fit the requirements of our employees and to help us understand and accept the different priorities that our colleagues are juggling in their lives.

