



GENDER PAY GAP

TOPPESFIELD LTD | 2024 REPORT





Bill Pryor
Managing Director

Since we began publishing our data, we have recognised the importance of transparency in highlighting both the progress we have made and the work that remains. Each year provides an opportunity to reflect, review and strengthen our commitment to reducing the gap within our business.

I am encouraged to see our gender pay gap moving in the right direction, but I acknowledge that there is still work to be done, for us and for the industry we operate in, to achieve pay parity. I believe that meaningful progress will require sustained efforts over time, and as a business, we accept our responsibility to deliver long-term change.

Closing the gender pay gap promotes fairness and equal opportunity and strengthens the industry by unlocking the full potential of a diverse workforce.

In 2024, we were pleased to welcome another female member to our Board, further strengthening gender representation at the highest level and reinforcing the value we place on diverse perspectives in leadership. Alongside this, we launched a leadership development programme designed to invest in career development; 17% of our female workforce participated, alongside 8% of males.

Our core value of 'People First' drives our strategy and actions, employees and culture are our number one priority, and this approach ensures that every employee regardless of gender, age, background, race, or ethnicity has an equal opportunity to develop and succeed. We recognise that each of our employees brings a unique value to our ToppTeam, and we must utilise our diversity of skills and experience to drive positive change.

Through our inclusive working environment, we remain confident that all employees receive equal pay for equal work. We regularly review pay to ensure that there is consistency across roles and individuals and remain positive that we are an equal pay business.

Our commitment to being a fair, respectful and inclusive business remains as strong as ever and our initiatives continue to grow year on year. We recognise the critical importance of improving gender diversity for our business and our community, and this report provides further details on our focus.

I can confirm the data and information contained in this report are accurate and have been calculated in accordance with the gender pay gap reporting requirements. The report is based on a snapshot date as of 5th April 2024 and covers between April 2023 to March 2024.

As a growing business, our employees are at the centre of everything we do. Attracting, retaining, and developing the best talent is essential to our long-term success. We are committed to ensuring that all job applicants and employees are treated fairly, based on merit and without bias. Our commitment is to build a more diverse workforce, a goal that takes us beyond our gender balance focus to include a wide range of other factors, to better reflect the communities we work in. We strive to create an environment where everyone feels like they belong, can be themselves and know their voice will be heard.

The construction industry has historically been male dominated, which has contributed to ongoing gender imbalances which are reflected in our Gender Pay Gap data. I believe the key to addressing any gender pay gap is not only through providing transparency year on year, which holds us and others accountable, but also through proactive engagement with young females, making construction careers more desirable and challenging outdated stereotypes.

Over the last year, we have continued to make progress to improve diversity by providing inclusivity training, enhancing family-friendly policies and promoting more females through our leadership and development programmes. Developing our people is central to narrowing the gender pay gap over time.

Through leadership development, succession planning, and targeted recruitment, I am confident that we can drive lasting change. Our commitment is clear to continue investing in our people, promoting fair and inclusive practices, and creating opportunities for all employees to thrive, regardless of gender.

I am proud of the talented women already working in our business, their stories are inspiring and show exactly why having more women in our industry is vital and I am proud to be part of a forward-thinking, inclusive business that continues to make positive steps towards forward challenging gender stereotypes and creating meaningful sustainable change.

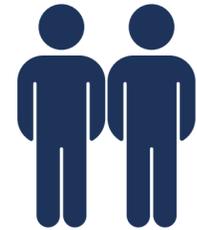


Chantelle Woodward
HR Director

OUR STATISTICS:



Total Employees
307



Male Employees
277



Female Employees
30

Mean and median gender pay gap

Mean and median bonus pay gap

Proportion of employees receiving a bonus payment

Mean
27.6%
Median
31.2%

Mean
26.8%
Median
21.1%

Male
92.1%
Female
84.9%

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 is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women. So, if a significant proportion of senior, higher paid roles were carried out by males, there would be a significant pay gap.

What is equal pay?

Equal pay refers to the principle that men and women should be compensated equally for work of equal value. This means that employees should receive the same pay for the same work of comparable value.

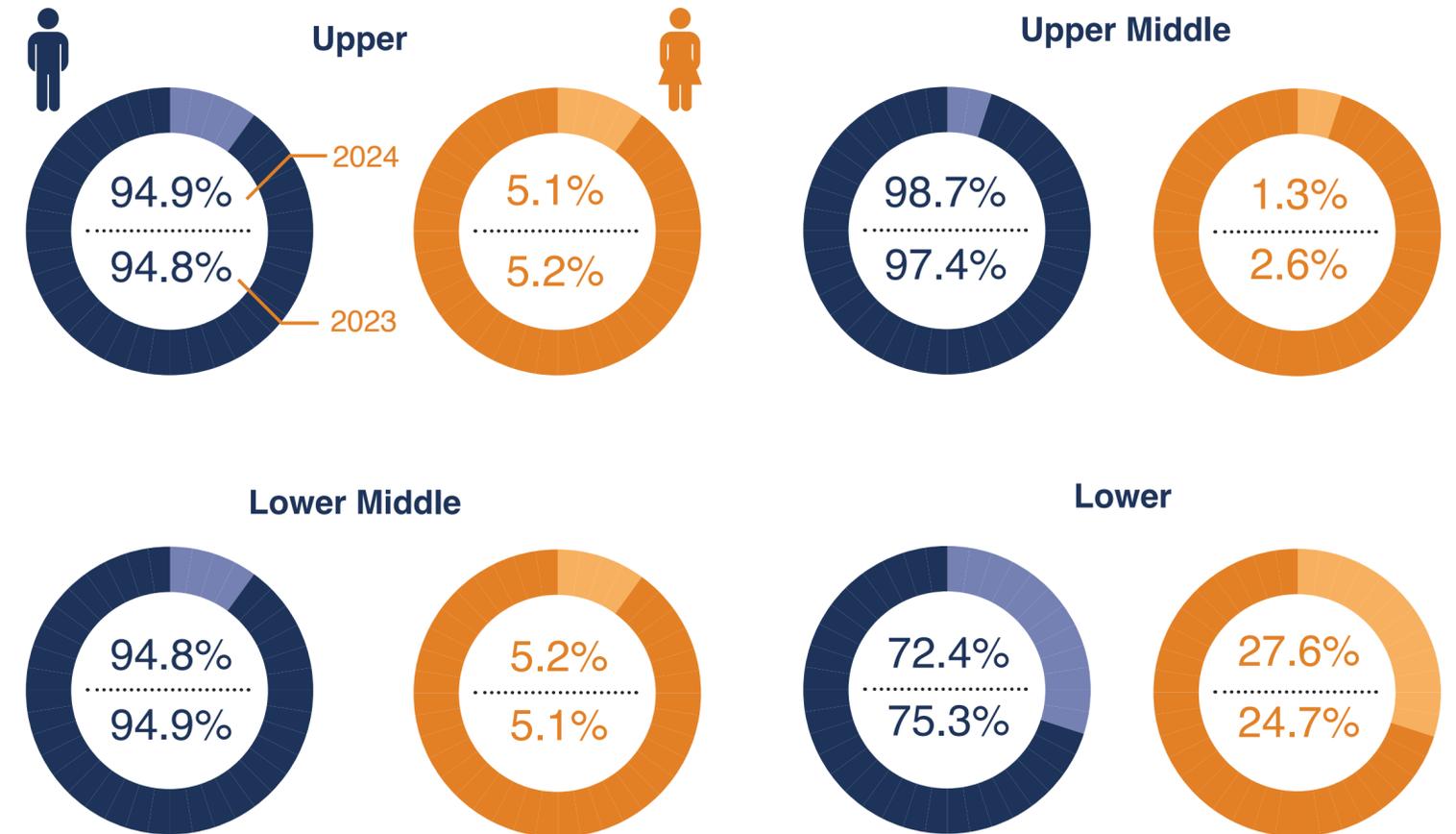
OUR PAY QUARTILES:

As with others in our industry, our workforce continues to be male dominated, and our gender pay gap is strongly influenced by the gender and salaries of our operational employees who make up over 90% of our workforce, many of whom occupy upper quartile. This department often commands higher pay rates, in addition to shift premiums for unsociable hours which further increases the gap. The challenge in recruiting females into operational site-based roles remain evident, as reflected in our mean and median pay gaps.

We know that our results will fluctuate from year to year as we engage new female talent into our business through apprenticeships, training programmes and other initiatives. While these programmes predominantly engage individuals at the early stages of their career, and are reflected in the lower quartiles, we are confident that our continued focus on career development will drive long-term change.

As our business continues to grow, it is essential we challenge ourselves and those in our industry to reduce blind spots and embrace diverse perspectives.

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



Proportion of men and women in each business area





UNDERSTANDING THE GAP:

In 2024, our Gender Pay Gap figures show an overall improvement; our mean Gender Pay Gap decreased by 2.8%, along with our median figure reducing by 1.1%. This reflects the positive impact of our ongoing initiatives to attract and develop female talent across the business.

While the percentage of women in the upper pay quartile remained broadly the same at 5.1%, compared to 94.9% of men. The quartile breakdowns continue to illustrate the higher number of senior male employees in the business and the higher proportion of female employees in less senior and support roles, which predominately fall within our lowest pay quartile and females represent 44.9% of this.

Our bonus figures show that 92.1% of male employees and 84.9% of female employees received a bonus. We operate an annual bonus scheme, under which all employees with more than one year of service are eligible. The lower proportion of females receiving a bonus this year reflects the fact that, as we have increased female talent across the business, many of these new hires were not yet eligible due to their length of service. As a result, while the mean and median bonus gaps remain, these figures are influenced more by eligibility timing than by differences in bonus rates.

While our figures reported in 2023 were distorted due to many factors, we see an improvement of over 15% from our 2022 figures.

HOW WE WILL MAKE A DIFFERENCE:

Wellbeing

We will continue to roll out our wellbeing strategy across the business, ensuring all colleagues have access to meaningful support and resources that promote their physical, mental, and emotional wellbeing. This includes strengthening awareness of available initiatives, improving access to guidance and tools, and fostering a culture where colleagues feel comfortable seeking support when needed.

Leadership and Development

We are committed to continuing strengthening career development opportunities across the business, ensuring all employees have pathways for progression and to build our pipeline of future talent. This includes developing inclusive leadership capabilities, improving the quality of performance and development conversations, and ensuring managers can recognise and nurture talent fairly. Our TopLeaders programme, will enter its second year this year, supporting leadership development, alongside this we are working toward identifying and removing any barriers that may prevent employees from progressing in the business. These actions directly support long-term reductions in the Gender Pay Gap by helping more females reach senior and higher-paid roles.

Recruitment Processes

We have a comprehensive recruitment and retention policy, our approach is centred around attracting a diverse workforce, providing a nurturing work environment and offering opportunities for growth and advancement. We will continue with our investment in early careers to support in attracting, retaining and progressing female talent through the business. By targeting recruitment and development at underrepresented groups, we can balance representation across all levels, helping to close pay gaps in operational and leadership roles over time.

Inspiring a Generation

We recognise our responsibility in addressing future industry skills shortages by proactively promoting the sector and encouraging diversity. By raising awareness of career opportunities within the construction industry, we will continue attending careers fairs, participating in local government programmes, and engaging with schools to promote construction careers to young women, helping to increase the future female talent pipeline.

Sharing our Success Stories

We understand that to attract and retain female talent, we must inspire and engage. We will shine a spotlight on the incredible contributions our female employees have had in our business from career progression and family support, challenging the stereotypes to leadership and development opportunities. By sharing these stories, we provide role models for current employees and future talent, reinforcing that women can succeed and thrive in all areas of our business.

Through these initiatives—wellbeing, leadership and development, inclusive recruitment, early careers investment, and promoting female role models—we are taking tangible steps to reduce our Gender Pay Gap, while building a more diverse, equitable, and inclusive workforce for the future.

