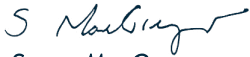


# Gender Pay Gap Report FY 2020

Key: ■ Men ■ Women

## Supporting Narrative

Although our data shows that our mean pay gap has increased in the past year to 48.1% (up 35.4%), it's important to remember that the data is skewed due to the coronavirus pandemic. As a business, we furloughed 792 employees (199 female, 673 male), who are not included in this report. We continue to work towards improving the gender pay gap by promoting the role of women in construction, offering leadership development programs, providing diversity and inclusion training to help prevent bias and providing all employees with the right to request flexible working.



**Stuart MacGregor**  
Chief Executive Officer  
Stewart Milne Group

As CEO of Stewart Milne Group Limited, I am authorised to confirm that the information published in this report is in accordance with regulation 2 of the Equality Act (2010) (Gender Pay Gap Information) regulations 2020 is correct.

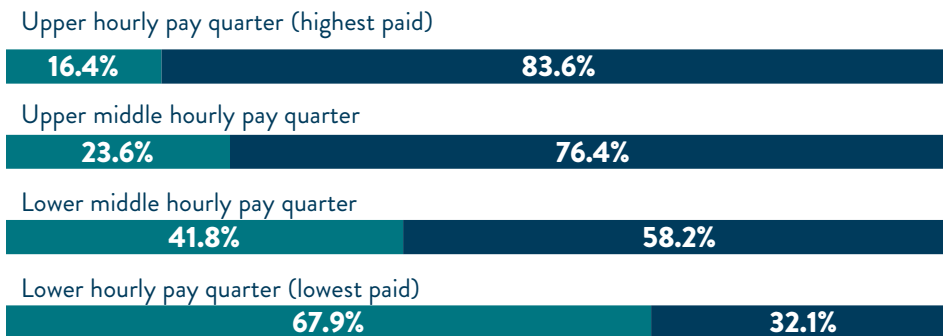
## Hourly Gap

- In this organisation, women earn 63p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 37% lower than men's.
- When comparing mean (average) hourly pay, women's mean hourly pay is 48.1% lower than men.



## Pay Quarter Percentages

- In this organisation, women occupy 16.4% of the highest paid jobs and 67.9% of the lowest paid jobs



## Bonus Pay Gap

- In this organisation, women earn 66p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 34.1% lower than men's.
- When comparing mean (average) bonus pay, women's mean bonus pay is 23.9% lower than men.

