

Gender Pay Gap Report FY 2021

Key: ■ Men ■ Women

Supporting Narrative

Our data shows that our mean pay gap has decreased in the past year to 18.6% (down 29.5%). The coronavirus pandemic and subsequent furlough skewed last year's data, contributing to the sizable decrease.

Despite the improvement on paper, we continue to improve the gender pay gap through actions. Including 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 2021 is correct.

Hourly Gap

- In this organisation, women earn 86p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 14.3% lower than men's.
- When comparing mean (average) hourly pay, women's mean hourly pay is 18.6% lower than men.



Pay Quarter Percentages

- In this organisation, women occupy 18.6% of the highest paid jobs and 34.4% of the lowest paid jobs

Upper hourly pay quarter (highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



Bonus Pay Gap

- In this organisation, women earn 53p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 46.9% lower than men's.
- When comparing mean (average) bonus pay, women's mean bonus pay is 44.5% lower than men.

