

Gender Pay Gap Report FY 19

Key: ■ Men ■ Women

Supporting Narrative

Our data shows a reduction in our mean pay gap to 12.7% (down 0.6%). We are proud to have a higher representation of females in our business than the industry average (+6% more) and continue to work towards reducing the pay gap. Steps we've taken to help positively impact the gap include: 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 2019 is correct.

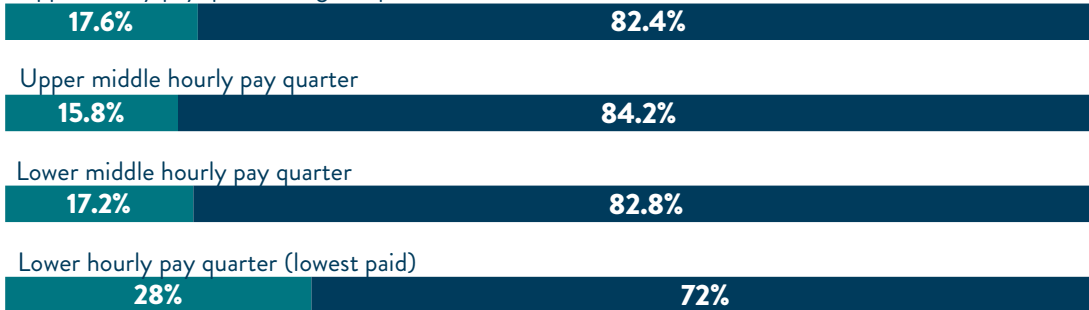
Hourly Gap

- In our business, women earn 90p for every £1 that men earn when comparing median hourly pay. Women's median hourly income is 9.7% lower than men's.
- When comparing mean (average) hourly pay, women's mean hourly pay is 12.7% lower than men.



Pay Quarter Percentages

- Women occupy 17.6% of the highest paid jobs and 28% of the lowest-paid jobs in our business.



Bonus Pay Gap

- In our business, women earn 86p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 13.6% lower than men's.
- When comparing mean (average) bonus pay, women's mean bonus pay is 4.4% higher than men.

