

William Hare Limited Gender Pay Gap Statement

Overview

From April 2017, all companies with 250 employees or over are required by law to publish data on their Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap is the difference in average earnings of men and women, regardless of role or seniority, and is calculated over a set period of time. The calculations are done using our existing HR and PAYE records, and shows the difference between a man's and woman's hourly earnings as a percentage.

Our Results

We are pleased to report that William Hare's mean (average) pay gap of 2.16%, is well below the national average of 18.1%. Our median (middle) pay gap is -5.61% which is in favour of women.

William Hare is committed to attracting, and retaining, skilled employees that best represent our diverse client base and the communities we serve. We understand that, in order to do this, we must continue to strive for a much more diverse and inclusive workforce, in every way.

Despite there being traditionally fewer women within the construction and engineering industry, with the majority of senior roles being filled by men; we are seeing a marked change in this trend, and we want William Hare to be leading this change.

What are we doing to ensure the gap keeps closing?

William Hare is playing its part in delivering key actions that will drive change and reduce this gap over, time such as:

- Encouraging more women into the industry by enhancing our STEM Ambassador network.
- Promoting more women into leadership and technical roles.
- Encouraging more females into engineering / construction apprenticeship roles.
- Commitment to rewarding all colleagues equally based on their performance, regardless of gender.
- Regularly reviewing our pay policies and employee benefits, taking measures to reduce this gap further.
- Offering a strong package of benefits available for all colleagues.
- Delivering a comprehensive Learning and Development programme to ensure we attract the very best colleagues, and allow for progression within the organisation via a robust talent pipeline.
- Supporting colleagues to achieve their potential and development aspirations through a performance management and development programme.

| The proportion of males and females in each quartile: | | |
|---|--------|--------|
| | Male | Female |
| Lower | 88.51% | 11.49% |
| Lower Middle | 93.75% | 6.25% |
| Upper Middle | 94.29% | 5.71% |
| Upper | 89.42% | 10.58% |

| | Pay Gap | Bonus Gap |
|-----------------|---------|-----------|
| Mean (Average) | 2.16% | -0.83% |
| Median (Middle) | -5.61% | 50.00% |

| | Male | Female |
|-------------------|-------|--------|
| Receiving a bonus | 1.34% | 9.52% |

Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with regulations.

Kerry Tanfield

HR Director