

Gratte Brothers Group



Gender Pay Gap Report

April 2020

One of the UK's leading building services companies



www.gratte.com

Group Director Statement



At Gratte Brothers, we value the principles of equality, diversity and inclusion and as a family business, we value the strength of our diverse workforce and what each and every individual brings to the table. Although greater change cannot come soon enough, we're proud of the milestones we make and take each year which make us more flexible and resilient as a business as well as the changes in perspective we see across the industry.

Representation & Balance

Gratte Brothers operates in the Construction Industry with a workforce composed of 86% male and 14% female, largely in line with the UK Construction Industry. This gender imbalance poses a significant challenge for both the industry as well as the company and we must design and deliver the strategies that will drive progress and change.

We are particularly proud to have appointed our first female Executive Board Member this year as well as our second female member of the Gratte Brothers Ltd Board, who together have a combined 48 years of service. The average length of service among our female employees remains 10 years, so we have a strong record for development and retention and we strive to maintain this. Therefore we ensure our parental leave policies are family friendly and allow for flexibility in the workplace for all families regardless of their makeup.

We have also begun looking at our Agile Working Policy in order to make the careers we offer more appealing to a wider spectrum of society and to help our staff achieve a healthy work/life balance whilst creating an atmosphere of trust and inclusivity.

Recruitment & Training

By operating an Equality, Inclusion & Diversity Policy, we ensure that recruitment and promotion of employees is based solely on their capabilities and potential. The nature of our business means that the majority of jobs within Gratte Brothers are engineering roles and whilst women are represented in every area of our company, female representation remains inadequate for a progressive workforce so we are committed to attracting more women via strategic recruitment and promoting women through training opportunities.

We invest in all our people in order for them to reach their potential

and we are always looking at how we can use our training and development budget to help further the careers of our female staff.

We're proud to say that three female members of staff have successfully completed Higher Apprenticeships in the past year and as a result have been promoted to Managers or Directors in their respective areas.

In order for more female employees to progress to senior roles, we must also help the development of their soft skills so we have begun developing a mentoring programme that will offer employees the opportunity to be mentored internally by individuals who have a wealth of experience and knowledge to share.

Recognition & Awareness

We remain a proud partner of the Women's Engineering Society, a professional network of women which offers inspiration, support and professional development. It is our hope that this partnership will

continue to increase the number of female applicants for the well paid skilled trade and graduate engineering roles within the company.

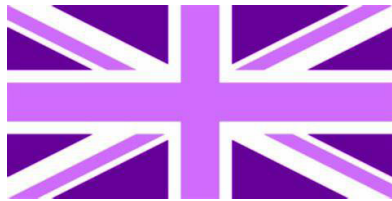
As a business, we also continue to utilise our social media platforms to bring awareness to national and international campaigns such as Women in Engineering Day, vitally highlighting the importance of gender equality in all industries as well as the contribution made by our female employees. We hope that by continuing to do so every year, that we can inspire women to join the industry and Gratte Brothers.

David Gratte, Group Director

I confirm that the Gender Pay Gap Data contained in this statement is accurate and has been produced in accordance with the regulations.

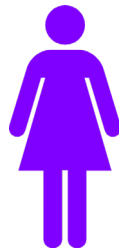
Gratte Brothers Group: Our Pay Gap Data At A Glance

Snapshot Date: 05 April 2020



468

UK Employees



14% of our employees are women



2 Female Board Members

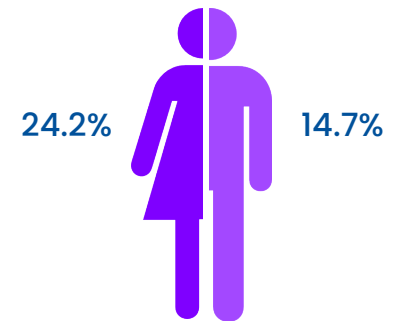


28.8%
Mean Gender Pay Gap

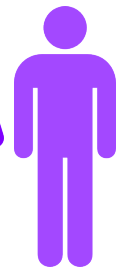
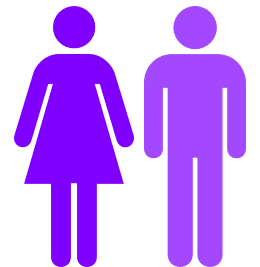


24.7%
Median Gender Pay Gap

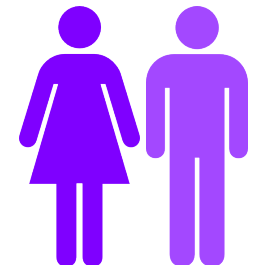
Bonus Pay



Proportion of employees receiving a bonus

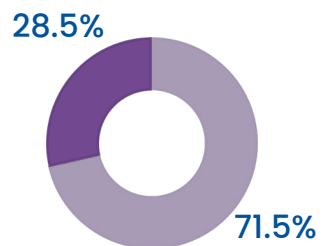


81.3%
Mean Bonus Pay Gap

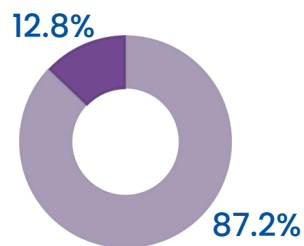


40%
Median Bonus Pay Gap

Proportion of employees in each pay quartile

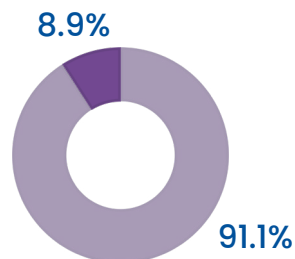


Lower Quartile

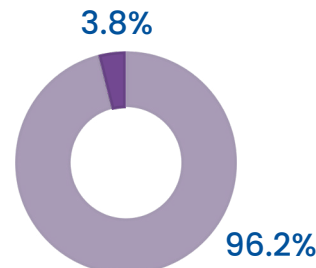


Lower Mid Quartile

Female employees



Upper Mid Quartile



Upper Quartile

Equality, Inclusion and Diversity Policy

The Company is committed to the principle of equal opportunity in employment.

The terms equality, inclusion and diversity are at the heart of this policy. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. Diversity means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers, including agency workers, are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, or worker receiving less favourable treatment because of a protected characteristic within the Equality Act

2010 which are race, including colour, nationality, ethnic or national origin and caste; religion or belief; disability; sex; sexual orientation; pregnancy or maternity; gender reassignment; marriage or civil partnership; and age. In accordance with our overarching equal treatment ethos, we will also ensure that no one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed-term employee. The Company's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Management has the primary responsibility for successfully meeting these objectives by:

1. not discriminating in the course of engagement against employees, workers or job applicants;
2. not inducing or attempting to induce others to practise unlawful discrimination;
3. bringing to the attention of our workforce that they may be subject to action under

the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind.

You can contribute by:

1. not discriminating against fellow employees, workers, customers, clients, suppliers or members of the public with whom you come into contact during the course of your duties;
2. not inducing or attempting to induce others to practise unlawful discrimination;
3. reporting any discriminatory action to your Line Manager.

The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.

If you consider that you are a victim of unlawful discrimination you may raise the issue through the grievance procedure.

Signed:  (D Gratte)

Date: July 2020

