

Gender Pay Gap Report 2023

Foreword from our Group Managing Director



Gratte Brothers operates with a workforce composed of 84% male and 16% female, which is higher but largely in line with our industry. Whilst we've seen a consistent decrease in our pay gap for the past 6 years and are delighted to have appointed our third female director this year, who began with us as an apprentice, we know that continual action delivers effective change. Therefore, we've provided an update on the progress we've made in the past 12 months.

Equality, Diversity & Inclusion

In 2023, we set ourselves a number of objectives within our CSR Strategy to ensure we deliver a lasting and positive impact on our pay gap.

We know that as a employer, one of the quickest ways we can influence the makeup of our business is by ensuring that all of our internal policies and processes are regularly reviewed and updated to ensure we're continually encouraging equality, diversity and inclusion (EDI).

Whilst we're proud of the inclusive culture that exists at Gratte Brothers, we believe that it is our responsibility as an employer to ensure that all our people are clear on these principles, are well versed in our zero tolerance policies and have an understanding of biases, which can exist.

We'll therefore soon be releasing an updated EDI policy, accompanied by a mandatory requirement for all our employees to undertake formal EDI training.

Also in development is a Menopause Policy designed to ensure we treat this process sensitively and fairly and a Work Experience Policy to help us attract a more diverse set of candidates for the placements we provide.

Our existing policies regarding parental leave have additionally undergone enhancement in recent months to ensure we remain a considerate employer and continue to support families, regardless of their makeup.

Agile Working

We believe that an agile business is a more successful and appealing business and we know from discussions with our people that it results in happier staff, attracts individuals from different backgrounds and circumstances and ensures a healthier work/life balance.

Last year, we conducted a survey to gauge the satisfaction of our people in relation to a number of benefits we offer as a business, agile working being one of those. Following an extremely positive response in relation to this benefit,

we have agreed to once again renew this policy for 2024.

Advocating for Change

In the past 12 months, we've also utilised our platforms to advocate for equality, not only in our industry but globally. Supporting campaigns such as International Women's Day ensures that we use our reach to advocate for greater representation of women.

To ensure we continue to do our part to remove existing stigmas, we've also created a partnership with Hey Girls, a female-led social enterprise that donates 100% of its profit to fund the fight to eradicate period poverty across the UK.

This means that we now provide period products free of charge in all bathrooms within our offices and the sites we manage and to ensure that no one is left out of the conversation, we also provide Pads4Dads kits, which are a unique way of encouraging conversation.

David Gratte

David Gratte

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

Our Pay Gap Data At A Glance



434
employees based
in the UK

3

Female
Directors

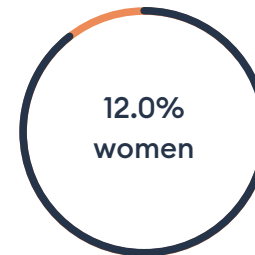


16.4%
of our employees are
women

Quartiles



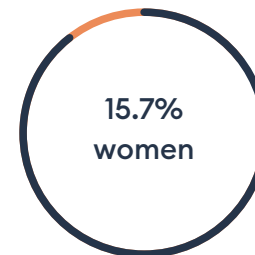
Lower Quartile



Lower Mid Quartile

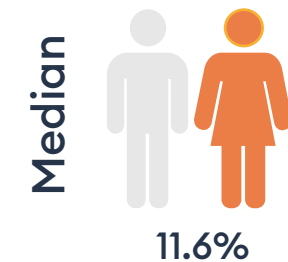
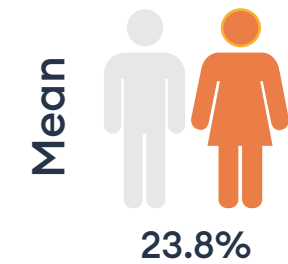


Upper Quartile

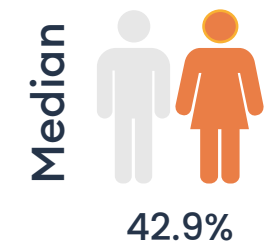
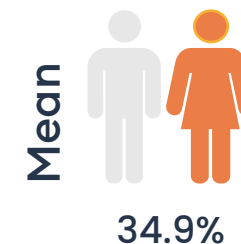


Upper Mid Quartile

Hourly Pay



Bonus Pay





GB **GRATTE**
BROTHERS

Quality for Generations.