

Gender Pay Gap Report 2024

Foreword from our Group Managing Director



Gratte Brothers operates with a workforce composed of 82% male and 18% female, which is higher but largely in line with our industry. Whilst we're happy to see an increase in the representation of women across all quartiles of our business, when compared with last year, we know that we still have a long way to go in closing the gap and we remain committed to that goal. Therefore, we have provided an update on the progress made in the past 12 months.

Ensuring The Right Policies

We know that as an employer, one of the fastest ways we can influence the makeup of our business is by ensuring that our internal policies are regularly reviewed and updated to aid gender parity.

Last year, we announced that in conjunction with an updated EDI Policy, which has since been introduced, that we would be rolling out compulsory training to ensure our people understood its principles and were aware of both conscious and unconscious biases that exist.

Since then, 100% of staff have completed EDI training and it has also been added as a compulsory learning module as well as a condition of passing the probationary period for all staff.

We believe that this will ensure that all our people understand our zero tolerance stance from the beginning of their journey with us.

To continue our positive progress, this year's focus will be on reviewing and updating, where required, our Recruitment & Selection and Sexual Harassment Policies.

With regards to our Sexual Harassment Policy, our review

will ensure that we have a robust procedure in place for investigating complaints and that our people feel supported in reporting them.

Once this policy is introduced, it will be accompanied by mandatory sexual harassment training, ensuring that everyone is aware of the varying types of behaviours that constitute sexual harassment and the process for raising a complaint.

The review of our Recruitment & Selection Policy will additionally ensure that our recruitment process does not allow for any bias and our Hiring Managers will undertake training to ensure that they understand this in full.

Opening Diverse Pathways

Whilst we are proud of the inclusive culture within Gratte Brothers, we know that we also need to make an impact outside of our 'four walls'.

Therefore, we have spent the past 12 months opening up more diverse pathways, starting with the decision to become an Employer Sponsor of the PlanBEE Apprenticeship Scheme. This scheme sees cohorts of students enrol on a 2-year unique higher apprenticeship programme and requires them to attend college whilst undertaking six four-month rotating placements with different employers within the industry, such as architects and consultants.

We are proud to be the only building services contractor involved in the scheme this year and we hope that our involvement will enrich the experience of the apprentices, 50% of which are female. In doing so, we hope to inspire the next generation of building services engineers.

Another success over the past 12 months has been solidifying a formal work experience process. Now that this process is in place and has been piloted on all work experience placements over the past year, we are now engaging with local girls schools to form partnerships and organise annual placements in order to provide greater insight into the industry and encourage interest.

Challenging Stigma

Following on from last year's success, we have continued to do our part to remove existing stigmas by providing period products free of charge in all bathrooms within our offices and the sites we manage via Hey Girls, a female-led social enterprise that donates 100% of its profit to eradicating period poverty. To ensure that no one is left out of the conversation, we also continue to provide Pads4Dads kits, which are a unique way of encouraging conversation across all genders.



David Gratte

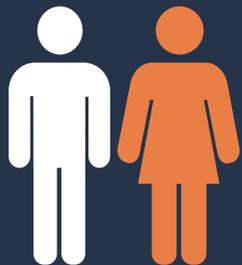
I confirm that the Gender Pay Gap Data contained in this statement is accurate and has been produced in accordance with the regulations.

Our Pay Gap Data At A Glance



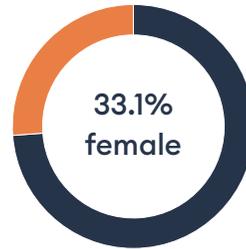
445
employees based
in the UK

3
Female
Directors

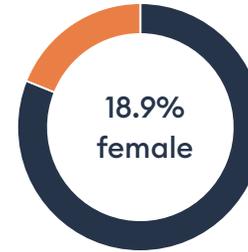


18.0%
of our employees are
female

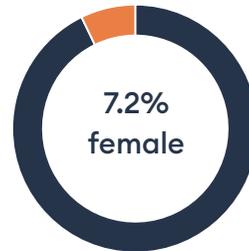
Quartiles



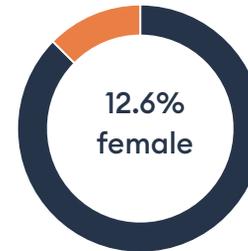
Lower Quartile



Lower Mid Quartile

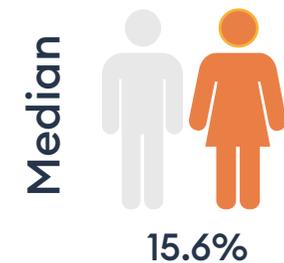
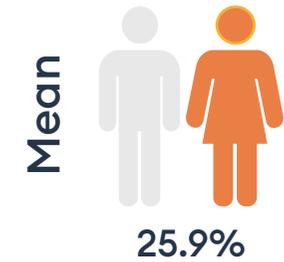


Upper Quartile



Upper Mid Quartile

Hourly Pay



Bonus Pay

