

# Gender Pay Report 2024



ROGER BULLIVANT

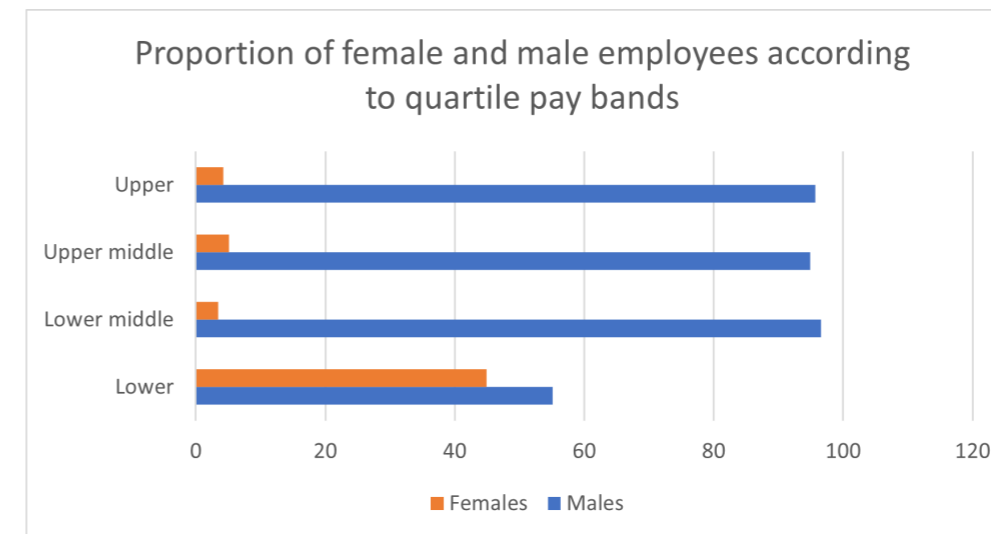
# What is Gender Pay Report?

Roger Bullivant Limited's gender pay gap in line with UK Government requirements.

As of the 5th April 2024, our overall median and mean gender pay gap, is shown below, as a percentage difference between men and women:

<b>Difference in mean Pay</b>	<b>28.07%</b>
<b>Difference in median Pay</b>	<b>28.79%</b>
<b>Difference in mean Bonus</b>	<b>45.53%</b>
<b>Difference in median Bonus</b>	<b>58.26%</b>

<b>Male employees receiving Bonus Pay</b>	<b>71.06%</b>
<b>Female employees receiving Bonus Pay</b>	<b>97.06%</b>



# Our Figures

## Analysis

Following a reduction in the gender pay cap in 2023, this year has seen a similar pay gap to the previous year.

We continue to have a low number of women in senior level roles, whilst we have retained female managers in the upper quartile, we have seen a reduced number of females in lower paid roles.

Due to the majority of female employees being employed in the lower quartile band they therefore have the lowest bonus earning potential. This then has had a massive effect on the difference in mean and median bonus since our Production and Site Operatives continue to be paid bonus on a weekly basis.

The gender pay gap is driven by the structure of our workforce and the higher concentration of males we have in more senior positions, rather than our pay structure which is structured on gender neutral basis. It is a gender representation issue at a senior level rather than a pay issue. This is also exacerbated by the fact that all our Production and Site Operative roles are currently held by males.

## What have we been doing?

We actively promote flexible working and family friendly policies, and offer flexible solutions to fit with personal circumstances, including job shares, part time contracts, working from home, hybrid working and flexible hours. We have enhanced maternity and paternity pay for all eligible employees.

We have a transparent process for promotions, pay rises and reward and ensure all employees have equal opportunities to progress.

We conduct regular pay and benefits audits to ensure that our pay structure remains gender neutral and competitive for all roles.

## What have we been doing?





## For the future

We continually re-evaluate and look for ways we can improve our gender pay gap.

I, Graham Trafford , Group Finance Director, confirm that the information in this statement is accurate. Date: 27th March 2025.

