

# Brett Aggregates Gender Pay Gap Report 2018



Businesses that have over 250 employees are now required to publish an annual Gender Pay Gap Report. The Gender Pay Gap is expressed as a snapshot of pay in April 2017, and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2016 and 5 April 2017.

The data does not seek to measure legally required pay equality between men and women in the same roles.

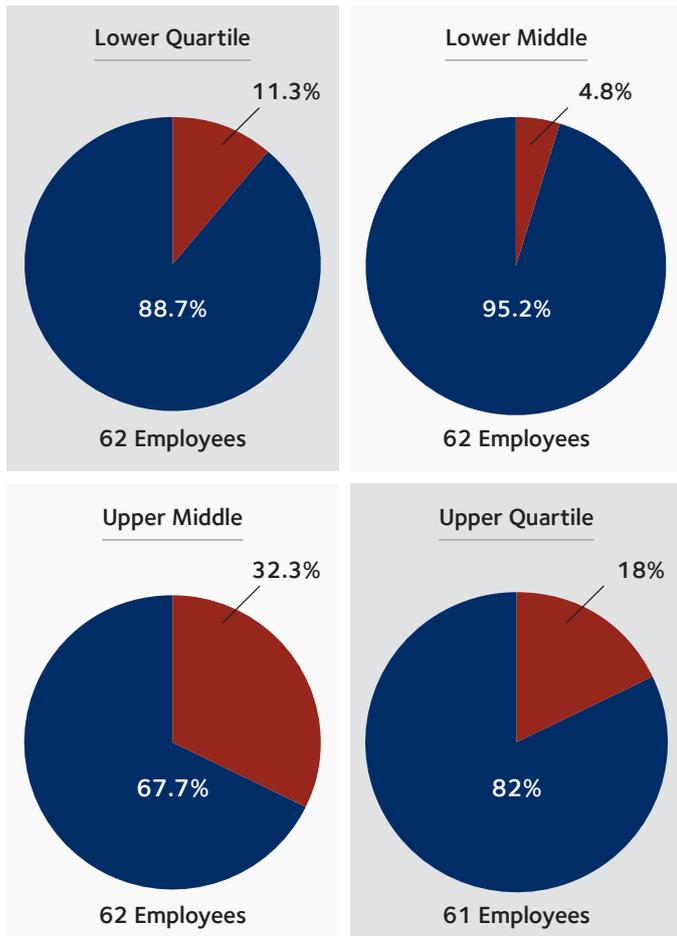
At Brett we recognise that more needs to be done to address the imbalance of genders in roles across the Group and therefore in order to encourage greater gender diversity we will continue to create and improve positive, inclusive working environments where all employees can develop to their potential.

# Brett Aggregates Gender Pay Gap Report 2018

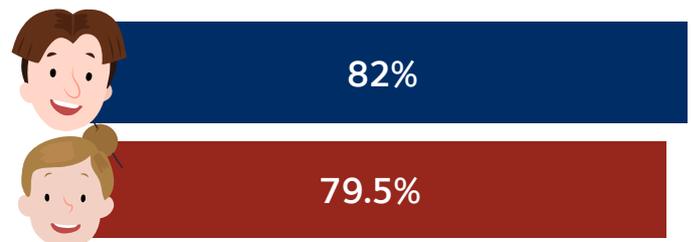


The pay quartiles show the percentage of women and men employed in each of the 4 pay scales within our business.

■ Male ■ Female



Proportion of employees receiving a bonus during the period of 12 months preceding 5th April 2017



Mean Gender Pay Gap	+11.5%
Median Gender Pay Gap	-14.6%
Mean Bonus Gender Pay Gap	+63.6%
Median Bonus Gender Pay Gap	+68.1%

## Glossary

**Average calculations:**

**The Mean** - Average determined by adding up all values and then dividing by the number of values.

**The Median** - A figure determined by selecting the middle value in a list of ascending or descending numbers.

**Pay quartiles** - Taking the whole pay scale for a business and dividing it by four.

## Gender Pay Gap

Within Brett Aggregates the Mean hourly pay of women is 11.5% lower than that of men; this is due to men filling the majority of the most senior roles in the business.

However, because of the high proportion of administration roles performed by women, they have a higher representation in the upper and upper middle pay quartiles, and this results in the Median hourly pay of women being 14.6% higher than that of men.

March 2018

## Bonus Gender Pay Gap

Although the proportion of men and women receiving bonuses within the business is comparable the Mean bonus received by women was 63.6% lower and the Median was 68.1% lower than that for men.

This is due to more men being employed in the most senior roles and also men filling operational roles that carry production related bonuses which form a significant portion of their annual earnings.

# Brett Landscaping and Building Products Gender Pay Gap Report 2018



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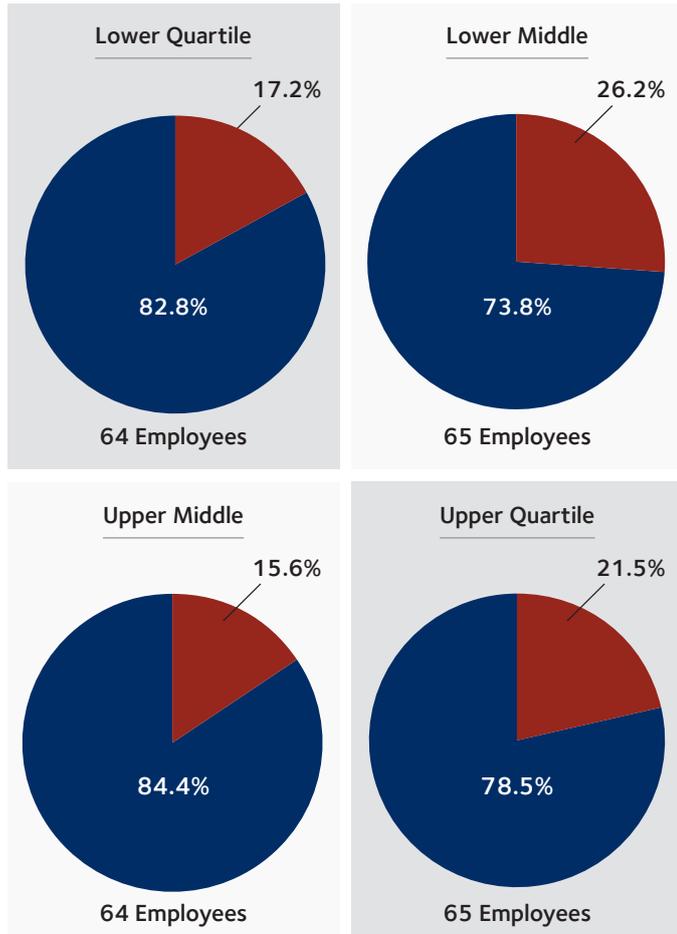
# Brett Landscaping and Building Products

## Gender Pay Gap Report 2018

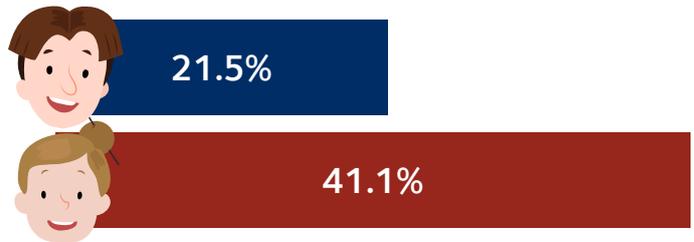


The pay quartiles show the percentage of women and men employed in each of the 4 pay scales within our business.

Male Female



Proportion of employees receiving a bonus during the period of 12 months preceding 5th April 2017



Mean Gender Pay Gap	- 0.7%
Median Gender Pay Gap	+ 1.8%
Mean Bonus Gender Pay Gap	+ 32.8%
Median Bonus Gender Pay Gap	+ 41.8%

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### Gender Pay Gap

Within Brett Landscaping and Building Products the Mean hourly pay of women is 0.7% higher than that of men and the Median pay of women is 1.8% lower than that of men.

### Bonus Gender Pay Gap

A higher proportion of women received bonuses (41.1%) compared to men (21.5%). This is because only very few production roles in Landscaping receive performance related pay.

However, Mean bonuses for women were 32.8% lower than for men and Median bonuses for women were 41.8% lower than for men, this is explained by more of the most senior roles being filled by men.