

Brett Aggregates **GENDER PAY GAP REPORT 2019**

Businesses that have over 250 employees are required to publish an annual Gender Pay Gap Report. The Gender Pay Gap is expressed as a snapshot of pay in April 2018 and the Bonus Gender Pay Gap reflects bonuses paid between 6 April 2017 and 5 April 2018.

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

In figures

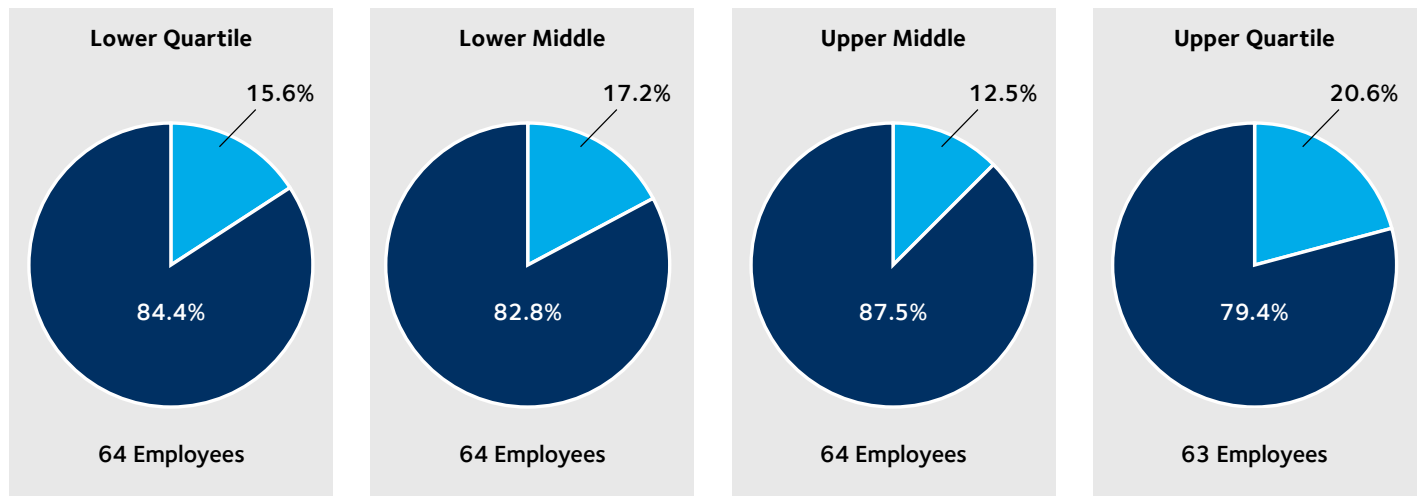
The pay quartiles show the percentage of women and men employed in each of the 4 pay bands within our business.

Male Female

42 Female

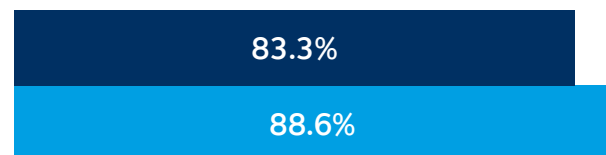
213 Male

Total Employees 255



Mean Gender Pay Gap	2.6%
Median Gender Pay Gap	0.1%
Mean Bonus Gender Pay Gap	66.9%
Median Bonus Gender Pay Gap	68.7%

Proportion of employees receiving a bonus during the period of 12 months ending 5th April 2018



Gender Pay Gap

Measured both on a Mean and Median basis the average pay of men and women was broadly similar in April 2018.

The Mean hourly pay of women was 2.6% lower than that of men (in April 2017 it was 11.5% lower). The Median Pay Gap reduced from being in favour of women by 14.6% in April 2017 to being in favour of men by 0.1% in April 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 66.9% lower (in 2017 63.6% lower) and the Median was 68.7% lower (in 2017 68.1% lower) than that for men.

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

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 band for a business and dividing it by four.

Brett Landscaping
and Building Products



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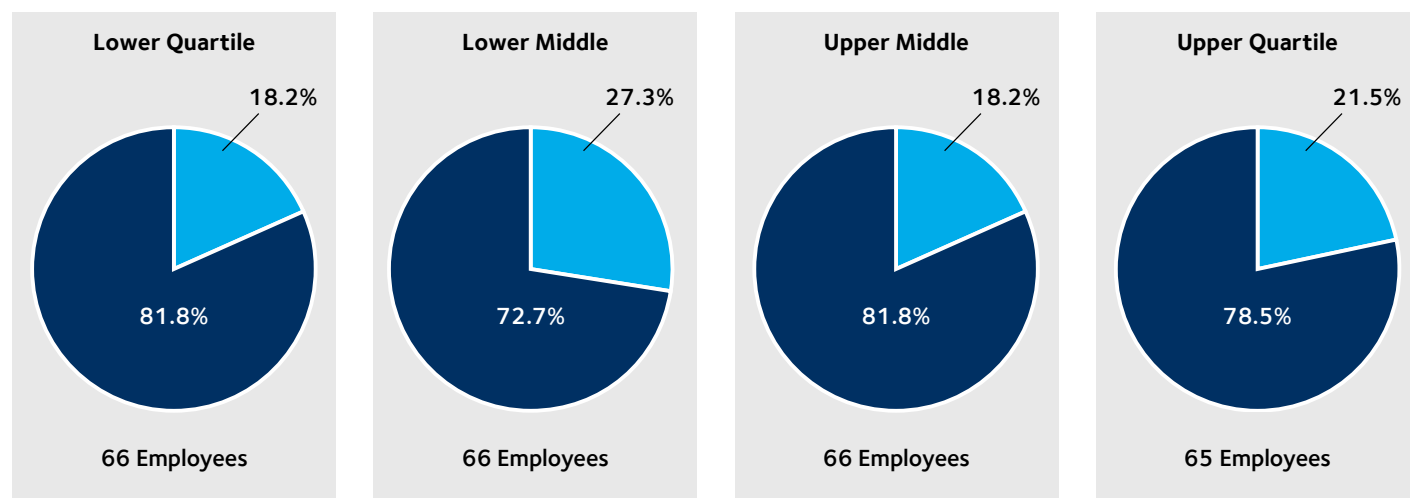
Brett Landscaping and Building Products

GENDER PAY GAP

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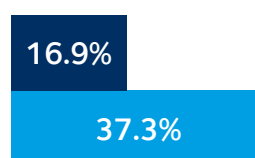
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Male Female



Mean Gender Pay Gap	0.4%
Median Gender Pay Gap	1.9%
Mean Bonus Gender Pay Gap	39.5%
Median Bonus Gender Pay Gap	42.4%

Proportion of employees receiving a bonus during the period of 12 months ending 5th April 2018



Gender Pay Gap

Measured both on a Mean and Median basis the average pay of men and women was broadly similar in April 2018.

The Mean hourly pay of women was 0.4% lower (in April 2017 it was 0.7% higher) than that of men and the Median pay of women was 1.9% lower (in April 2017 it was 1.8% lower) than that of men.

Bonus Gender Pay Gap

A higher proportion of women within the business received bonuses (37.3% in 2017/18 compared to 16.9% of men), this is because only very few production roles in Brett Landscaping and Building Products receive performance related pay.

However, Mean and Median bonuses for women receiving a bonus were 39.5% lower and 42.4% lower respectively than for men receiving a bonus (equivalent figures for 2016/17: 32.8% lower and 41.8% lower). This is due to more men being employed in the most senior roles within the business.

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