

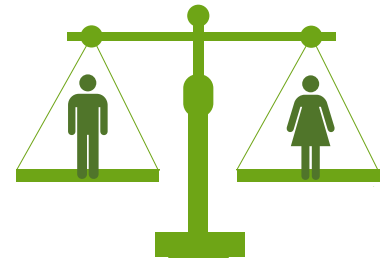
## Gender Pay Gap Report

Springfield is required by law to publish an annual gender pay gap report.

This is our report for the snapshot date of 5th April 2021. The figures set out here have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Please note, for the purpose of this 2021 report, we have chosen to compare our figures with our 2019 report in order to provide a more accurate comparison, given 2020's significantly skewed figures due to furlough being in place.

**Men and women are now paid the same at Springfield. As we returned to work following compulsory shutdown during this reporting period, we continued to invest in apprentices, increase our percentage of female employees and provide promotional opportunities during this challenging time.**



**On average men at Springfield are paid 0.5%\* more than women, a significant reduction from 6.8% in 2019.**

*\*This calculation is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly rate for all women, expressed as a percentage of the mean hourly rate for men.*

**Based on median pay men at Springfield are paid 2.6%\* more than women, another significant reduction from 11.3% in 2019. On average men in the UK are paid 15.4% more than women.**

*\*This calculation is the difference between the median (middle) value of hourly paid rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.*

**The main reasons for the reduction in our gender pay gap since last year's report are detailed below.**

**88 women and 436 men work at Springfield.**

83% of our employees are male, with the large majority of our site operatives and trades people also being male, which remains typical within the construction industry. Our pay gap has reduced significantly and we are delighted to see that percentage of women in the business has increased since last year. Over this 12

month reporting period, although recruitment was limited due to COVID, we had 7 women join Springfield. We are pleased to welcome new female Directors, women in Commercial and Architecture roles and within Sales and Human Resources. In addition, the majority of these new female recruits fall within the upper pay quartiles. During our return to work following our shutdown, we continued to develop our employees, promoting 19 employees, which includes three women developing into management roles.

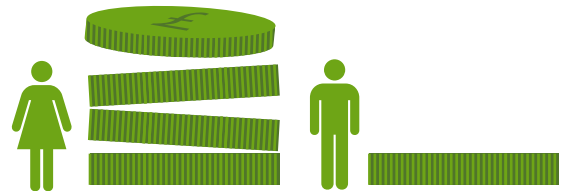
This is evident in the table below, which shows an increase in women in the upper quartile and a reduction in women in the lower quartile.

The table below illustrates the proportion of male and female employees according to quartile pay bands.

Quartiles	Men	Women
Lower quartiles	86.2%	13.8%
Lower middle quartiles	81.3%	18.7%
Upper middle quartiles	87.0%	13.0%
Upper quartiles	80.5%	19.5%

## Bonus Pay

All employees are generally eligible to receive a bonus or incentive. 90.9% of men and 91.9% of women received a bonus.



On average women received 116.1% more bonus pay than men

## On average women receive 116.1%\* more bonus pay than men

\*This is the difference between the mean (average) value of bonuses, for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.

## Women receive 288.3%\* more bonus pay than men based on median calculation

\*This is the difference between the median (middle) value of bonuses for all men in an organisation and the median value of bonuses for all women, as a percentage of median bonus for men.

Our mean and median gender bonus gap remains in favour of women.

50.2% of our workforce consists of mainly male site operatives/trades people who are eligible for overtime and may receive a modest discretionary bonus based on organisational performance. In contrast, almost all our female staff are salaried with no opportunity to earn overtime, instead they are eligible for a discretionary annual bonus. Additionally, 95% of our sales team are female and have the opportunity to receive significant incentives based on their performance.

In previous reports, the median bonus pay in favour of women has been much larger. The gap has declined this year due to a pause in sales during the construction shutdown starting in March 2020 and as such, reduced commission payments at this time and as sales and production resumed on our return to work.

These are the main reasons for the mean and median gender bonus gap in favour of women.

In summary, we are confident that men and women are paid fairly and appropriately for work of equal value and Springfield continues to recruit the best individual for the job.

I, Innes Smith, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed: 

Date: 16/02/2022