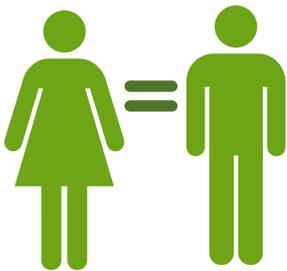


Gender Pay Gap Report

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

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

At Springfield males and females are paid the same.



On average women at Springfield are paid 0.1%* more than men based on the mean calculation.

Whilst the majority of our workforce are men, we have a strong representation of women throughout our organisation including at a senior level. In addition our sales team are commission based and can achieve additional earnings. 95% of these employees are women.

* 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 5.9%* more than women. On average men in the UK are paid 18.4% more than women.

* This calculation is the difference between the median (middle) value of hourly pay 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.

77 women and 403 men work at Springfield

The majority of our employees are male, 84%, which is typical in the construction industry. The large majority of these are site operatives and trades people. 71% of our salaried employees are male.



On average women receive 363%* 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.

On average women received 363% more bonus pay than men

Women receive 1,123%* 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 the median bonus for men.

45% of our workforce consists of predominantly male hourly paid site operatives/trades who are eligible for overtime and may receive a modest discretionary annual bonus based on organisational performance. In contrast 95% of our sales team are female and have the opportunity to receive significant incentives based on their performance. We have a strong representation of women throughout our company, including at board level. These are the main reasons for the mean and median gender bonus gap in favour of women.

The proportion of male and the proportion of female employees in Springfield receiving a bonus.

All employees are generally eligible to receive a bonus or incentive. 87% of men and 77% of women received a bonus.

Pay Quartiles

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

Quartiles	Men	Women
Lower quartile	78%	22%
Lower middle quartile	85%	15%
Upper middle quartile	86%	14%
Upper quartile	82%	18%

We are confident that men and women are paid fairly and appropriately for work of equal value.

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

Signed:



Date: 03/04/2018.