



## 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 2018. 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, we are continuing to heavily invest in young people entering our industry and are delighted to see proportionally more young women joining us to begin a career in construction over the last 12 months.**

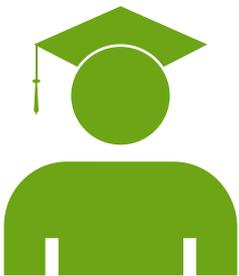
**On average men at Springfield are paid 11.3%\* more than women based on the mean calculation.**

\*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 13.8%\* more than women. On average men in the UK are paid 17.9% 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.

**These figures show a wider pay gap than last years report.**



The reason for this is due to the continuing recruitment of young people, with a larger proportion of those being young women. We employ local youngsters and give them the opportunity to grow within Springfield and undertake qualifications to support development in their career. We were delighted to take on around 20 young women over the 12 months of this reporting period. These include Trainee Quantity Surveyors, Architectural Technicians and Administrators and students offered work placements throughout the year. The overall effect has been an increase in the number of women in the lower quartile pay range

**90 women and 420 men work at Springfield.**

The majority of our employees are male, 82%, which is typical in the construction industry. The large majority of these are site operatives and trades people. 68% of our salaried employees are male. We are delighted to see that the percentage of women in Springfield has increased since our last report for 2017.

**On average women receive 398%\* 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 398% more bonus pay than men**

**Women receive 987%\* 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.

51% of our workforce consists of predominantly male site operatives/trades people who are eligible for overtime and may receive a modest discretionary bonus based on organisational performance. In contrast 88% of our sales team are female and have the opportunity to receive significant incentives based on their performance. We also continue to add to our strong representation of women throughout our company, including new additions to our Group Board. These are the main reasons for the mean and median gender bonus gap in favour of women

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

All employees are generally eligible to receive a bonus or incentive. 84% of men and 71% of women received a bonus.

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

Quartiles	Men	Women
Lower quartile	71.7%	28.3%
Lower middle quartile	84.9%	15.1%
Upper middle quartile	84.9%	15.1%
Upper quartile	84.0%	16.0%

We are confident that men and women are paid fairly and appropriately for work of equal value and Springfield continue 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: 26/03/2019