



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 2019. 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 have reduced our Gender Pay Gap by 40%. We continue to tackle skills gaps in the construction industry by creating apprenticeships and providing career development opportunities for all our employees.

On average men at Springfield are paid 6.8%* more than women, a significant reduction from 11.3% in 2018.

*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 11.3%* more than women, down from 13.8% in 2018. On average men in the UK are paid 17.3% 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.

97 women and 493 men work at Springfield.

The majority of our employees are male, 83%, which is typical in the construction industry. The large majority of these are site operatives and trades people. With this in mind, we are delighted to see an increase in the number of women in salaried positions compared to last year, along with our first female construction based apprentice. We have recruited around 20 women over

the 12 months of this reporting period. These women have joined at varying stages of their career, joining our Commercial, Design, Construction, HSEQ and Aftersales teams.

As reported in 2018, we took on a number of young women in trainee positions during that period. A year on, these individuals continue to progress within their careers and as a result we see an increase in their pay and a reduction in the gap.

In addition, given our commitment to addressing the skills shortage in construction, we continue to recruit a significant number of apprentices, trainees and new site employees whilst providing vital placements and work experience opportunities to those wishing to enter our industry. As such, we have seen an increase in the number of men paid within the lower and lower middle quartile ranges.



On average women received 156% more bonus pay than men

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

Quartiles	Men	Women
Lower quartile	74.5%	25.5%
Lower middle quartile	89.4%	10.6%
Upper middle quartile	85.8%	14.2%
Upper quartile	85.8%	14.2%

On average women receive 156%* 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 703%* 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.

54% of our workforce consists of 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, 91% of our sales team are female and have the opportunity to receive significant incentives based on their performance. These are the main reason for the mean and median gender bonus gap in favour of women.

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: 16/03/2020