

# Gender Pay Gap

## 2018 REPORT



*You build. We'll do the rest.*

# Committed to equal opportunities and treatment.



**Su Britter**  
Group HR  
Director

Ridgeons is committed to the principles of equal opportunities and equal treatment for all colleagues. This comes through in our values that have been part of our culture for many years: trusted, supportive, ethical, straightforward and enterprising.

Being inclusive and having a diverse workforce is vital to our success. There is a wealth of research that shows diverse businesses perform better – through greater innovation, better decision making, and attracting and keeping great people – leading to better financial performance, increased market share, and capturing new markets.

In an industry which has historically has low female representation, one of the key issues for us attracting diverse candidates to our business who have the required skills but may not have not have considered a career in a timber and builders merchant. Therefore, we are focusing on this area whilst ensuring we continue to offer great learning and development opportunities to all colleagues so they can maximise their potential. We will continue to annually publish our Gender Pay figures and report on our progress. Most importantly, we are actively encouraging our colleagues' ideas and contributions on how we can foster diversity and inclusivity in every aspect of the business.

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All UK organisations with over 250 employees are now required to share details of their Gender Pay and Bonus Gaps, the percentage of men and women receiving a bonus, and the proportions of men and women in each pay quartile of our workforce. While it's positive that our gender pay gap is lower than the UK average, the issues at play are complicated and we believe it's more important to focus on taking meaningful action to drive equality and inclusivity rather than simply the numbers themselves.

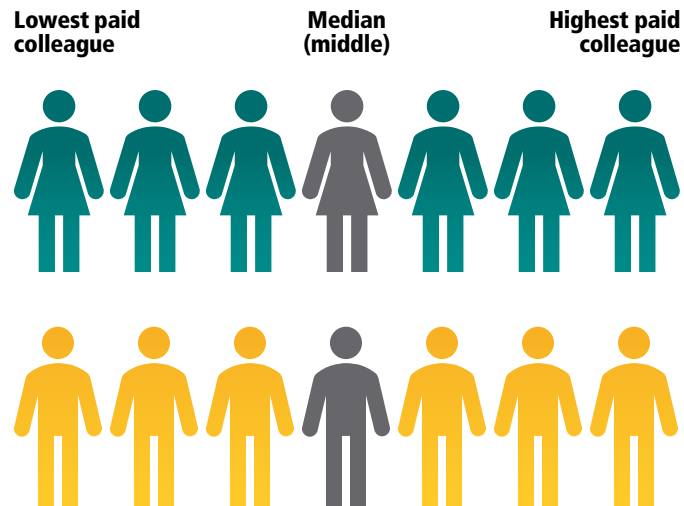
# What is Gender Pay Gap?

Gender Pay Gap shows the difference in the average hourly rate of pay between women and men in a company. A gap may exist because different jobs pay different rates of pay and the number of women and men in those jobs varies. A gender pay gap is not unlawful.

## How is the Gender Pay Gap calculated?

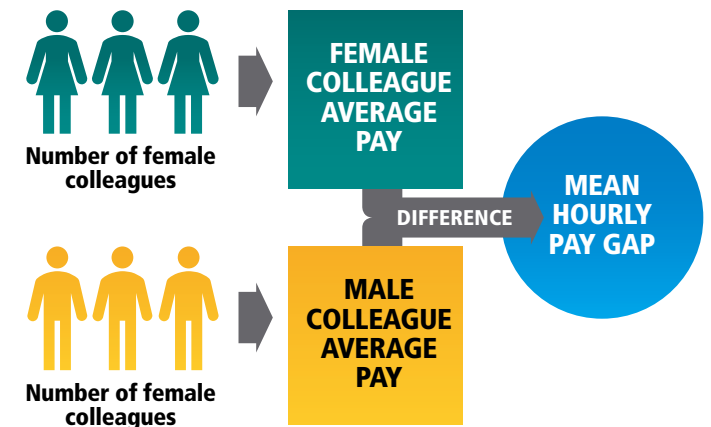
### Median (the middle) hourly pay gap

If we lined up all of our female colleagues from lowest to highest paid and did the same with our male colleagues, the median gender pay gap is the difference in hourly pay between the female and the male in the middle of their lines.



### Mean (the average) hourly pay gap

If we add up all the hourly rates of pay for our female colleagues and divide that by the number of female colleagues we have in the company that gives us the average hourly rate of a female colleague. If we then do the same for our male colleagues, the difference between the female and the male average rate of pay is the mean gender pay gap.



# We're never complacent.

At **13.1%** and **4.4%** respectively, our mean and median Gender Pay Gaps are both lower than the whole economy and that for our sector.

However, this favourable comparison does not mean we are complacent. We are fully committed to doing everything we can to reduce the gap, while recognising that our scope is limited in some areas – for example, we have no direct control over the subjects that individuals choose to study or the career choices that they make.

Our Gender Pay and Bonus Gap reports are based on a data snapshot at 5th April 2017 and are calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

\*Source: Office for National Statistics (ONS) Annual Survey of Hours and earnings (ASHE) figures October 2017.

**Our Mean (average) hourly pay gap is:**

**13.1%**



Better than the sector Mean pay gap (**18.9%**) and whole economy Median pay gap (**17.4%**)\*

**Our Median (middle) pay gap is:**

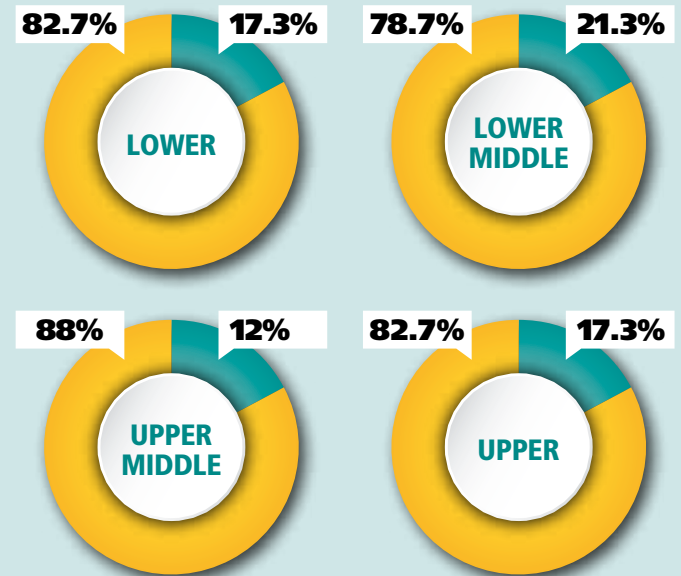
**4.4%**



Better than the sector Median pay gap (**17.9%**) and whole economy Median pay gap (**18.4%**)\*

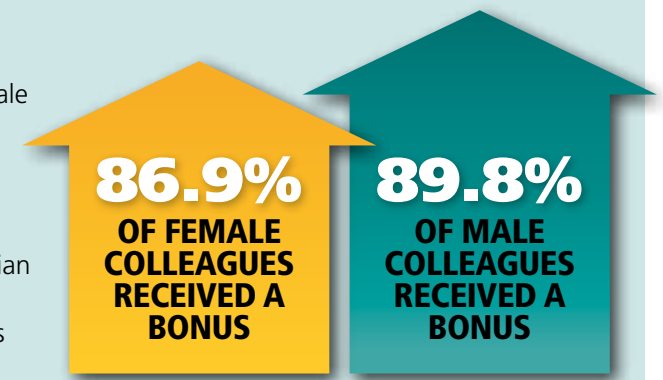
## Pay Quartiles

The split of female and male colleagues in each quartile is calculated by lining up all our colleagues from the lowest paid to the highest paid then split into equal groups.



## Bonus Gap

There is a **2.9%** split of female and male colleagues receiving bonus. **89.8%** males colleagues received bonus compared to **86.9%** female colleagues. Our median bonus gap (the middle) is **22.3%** and our mean bonus gap (the average) is **39.9%**.



# Building on our solid foundations.



Building on what we have already achieved we plan to take the following actions to promote greater gender diversity in all areas of our workforce.

We will ensure we continue to monitor the progress and report annually on our results.

## **DEVELOP A STRONG "EMPLOYER VALUE PROPOSITION" AND EMPLOYEE BRAND**

Ensuring we attract more candidates from all areas of the community applying for roles in our business.

## **GOING OUT MORE FREQUENTLY INTO THE COMMUNITY**

Promote working at Ridgeons which will raise awareness of the different career opportunities available within the merchant and timber sector, and to help dispel any misconceptions and stereotypes.

## **REVIEW OUR SELECTION TOOLS**

Ensure the appropriate skills are tested for the role and the best candidate is offered the job.

## **UNCONSCIOUS BIAS**

Rolling out unconscious bias and diversity training for our leadership teams.

## **CONDUCTING AN ENGAGEMENT SURVEY FOUR TIMES PER YEAR**

Ensuring we understand our colleague's views and ensure the appropriate action is taken to improve engagement and the working environment of all our colleagues.