

Gender Pay Gap Report

Introduction

As of April 2017, UK legislation requires businesses with 250 or more employees to publish their gender pay gap results, covering pay and bonuses. At Griffiths we are fully committed to supporting the principles of the gender pay gap initiative. We are also committed to the principles of equal pay for all our employees.

As with many organisations in our sector we are aware that females are typically

under-represented. We are actively challenging this trend to attract more females into our business. We are confident that we do not operate any form of discrimination within our reward structures or recruitment processes. We are, however, committed to continuing to work to reduce the existing gender pay gap and are in the process of identifying further actions that may have a positive impact on this.

Gender Pay Gap Calculations

Pay	Mean	Median
Women's hourly rate difference (Lower)	19.6%	5.2%

The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. Our mean gender pay gap for average hourly pay as at April 2017 was 19.6%, with our median being 5.2%.

When using the mean to calculate an average, it is influenced by the salaries of senior employees within an organisation and thus may not be truly representative of the average earnings of a typical employee. In taking the median, the middle value of the data is considered, and consequently it is considered a better indicator of typical average earnings.

As is customary in our industry we have a high population of males. This is particularly apparent in our site based manual operations, which is the area of

our business where the majority of our staff are employed. In light of this, we are encouraged that our gender pay gap is close to the national average of 18.1%.

The national average gender pay gap for our sector is a mean of 17.3% and a median of 16.7%. We are therefore further encouraged by our median, which is far lower than the sector average and which illustrates our strong commitment to paying men and women in comparable roles equally.

Our mean figure illustrates the fact that most senior roles within the organisation are currently held by men. We are committed to reducing this figure by continuing to mentor, promote and recruit more females into senior positions.

Bonus Payments

Male Bonus Data	Female Bonus Data	Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap
0.00%	0.00%	0.00%	0.00%

The Company did not pay any bonuses during the calculation period.

Gender Pay Gap Quartiles

Quartile	Lower	Lower Middle	Upper Middle	Upper
Male	89.3%	89.3%	87.4%	96.9%
Female	10.7%	10.7%	12.6%	3.1%

The quartile bands reflect the fact that the proportion of males within the business is higher than females which is an accurate reflection of our workforce.

The Lower to Upper Middle bands identify that the number of females throughout these bands are proportionately balanced. The Upper quartile demonstrates that we are under-represented by females at

senior level positions in the business. We have been successful in attracting graduates and trainees into the organisation, and therefore expect to see more females progressing through our career structure to make up a higher proportion of our Upper pay quartile in the future, as indicated by the progression within the Upper Middle quartile presently.

Encouraging and Supporting Diversity and Next Steps

In order to encourage more females into our industry, we provide role models to speak to young, female students during construction fairs and school visits. We have held 'Women in Construction Events' and participate in the Central Government's 'Not Just for Boys' campaign. We will be continuing with these initiatives.

We are also committed to supporting the 'Inspire Me' campaign to explore new ways

of attracting and encouraging females to join what has traditionally been seen as a predominately male industry.

We will continue to assess our gender pay gap balance with our current employees and externally through our recruitment practices, careers fairs and our apprentice/graduate recruitment schemes.

I confirm that the information contained in
this written statement is accurate.



Martyn Evans
Executive Director