

Gender Pay Gap Report 2021

Founded in 1961, the Higgins Group is a family run Group of Companies, with values focussed on the needs of Clients and the well-being of staff. We have built a reputation as one of the most forward thinking construction companies in the UK. Recruiting and retaining good people has been central to Higgins' success for 60 years. We understand the importance of career development and training for every individual at every level and are continuously investing in new training and development initiatives.

We believe that creating an environment where people can work, grow and succeed, irrespective of their gender, is vital to our success.

The Higgins Group is an equal Opportunities employer and strives to pay employees equally for the same, or equivalent, work.

Whilst acknowledging that we do have a gender pay gap, it should be highlighted that we operate in the construction industry, which has historically been male dominated and this gap is the result of the roles in which men and women work within the industry and the salaries that these roles attract.

The Directors of all Group companies are male and are incentivised with a bonus structure that forms a significant part of their remuneration package. Furthermore, the working shareholders, who are also Directors, have previously elected to receive bonus in lieu of dividend return on their investment. This can have a significant impact on the mean gender 'bonus' gap. For the year under calculation, bonus payments to Directors and working shareholders were significantly reduced.

Since gender pay gaps are calculated from averages, due to the Government furlough scheme offered in 2020, the pool of people during April last year was dramatically smaller and our figures fail to give a meaningful picture of our actual pay practices or the demographic imbalance.

The under representation of women in senior management roles remains the major contributory factor to our current pay gap and we still have more women in our lower pay quartile than there are in both the upper middle and the upper quartiles combined. This gender imbalance continues to significantly contribute to our current gender pay gap. We are continuing to look at ways to attract and select more women into senior roles to gain a higher percentage of female representation into both management level and senior management roles across the business. However, since last year's report was published, we have promoted a female to Director of Compliance and now have two females at Director level, within the Group.

We recognise that historically, the construction industry has attracted a higher proportion of males into the workplace and that site based construction roles, which include site management and a

wide range of weekly paid skilled and non-skilled operative roles still tend to be dominated by men, However Higgins is committed to addressing gender representation and supporting women in the workplace. We are silver members of “Women into Construction”, an organisation that promotes gender equality in the construction industry and provides bespoke support to women wishing to work in this industry. It also helps contracts with recruiting highly motivated, trained women that will help to reduce the skills gap and create a more gender equal workforce.

We will continue to look at ways to attract and select more women into senior roles to gain a higher percentage of female representation into both management level and senior management roles across the business.

We run a successful ‘Building your Future’ scheme and during 2020 we welcomed four Management Trainees onto the programme, two of whom are female. They will be spending four months in four different departments before selecting one area of the business they wish to specialise in. As well as ‘hands on’ experience they are working towards either a RICS or CIOB accredited degree at University. We hope to continue receiving equal interest from both males and females of school leaving age, considering a long term career in the construction industry. One of our original female trainees from 2019 has selected to specialise in Surveying and is now a full time Trainee Surveyor.

Higgins Group PLC has calculated its gender pay gap report at April 2020 and the results are as follows:

Overall Pay Gap	2020	2019	2018	2017
% Median	53.82	40.21	35.08	32.41
% Mean	49.58	45.32	46.56	40.05

Pay Quartiles by Gender		
Quartile	% Males	% Females
Lower	45.16	54.84
Lower Middle	70.97	29.03
Upper Middle	80.65	19.35
Upper	100	-

Bonus Gap	
% Median	49.57
% Mean	38.83

Receiving Bonus
73.74% Males
91.67% Females

We confirm that the gender pay gap data for Higgins Group PLC is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mark Francis
Group Finance Director