

## Gender Pay Gap Report 2024

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

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

We acknowledge that the construction industry in which we operate is historically male dominated. As a result of this male domination the roles and salaries within it contributes to our gender pay gap.

The Board Directors of all Group companies have a bonus structure incentivisation scheme which forms a major part of their remuneration package. In addition, the working shareholders, also Directors, receive bonus in lieu of dividend return on their investment. Both factors, therefore, having a noteworthy influence on the mean gender 'bonus' gap.

The significant factor creating our current pay gap is that women in senior management roles are inadequately represented therefore we still have more women in our lower pay quartile than there are in both the upper middle and upper quartiles combined. To increase a higher percentage of female representation into management and senior management roles in the business, the Company are remaining vigilant in the attraction and selection of more women into senior roles. The Company have promoted a female to Director level within the Group, increasing our female Directors to three, totalling 15.7% of all Directors.

The Company have redesigned the Management Development Programme, which employees are able to directly apply for. Therefore, enhancing and strengthening the selected employee's leadership capabilities, building a pathway into senior management roles within the business.

It should be highlighted that historically within the construction industry there is a higher proportion of male attraction into site-based construction roles, spanning from a wide range of weekly paid skilled and non-skilled operatives to site management. To reduce the skill gap and promote gender equality within the Construction industry, Higgins are silver members of "Women into Construction". This is an organisation helping to recruit highly motivated, trained women, wishing to work in this

industry who provide bespoke support to women. Higgins are committed to addressing the gender representation across roles by supporting women into the workplace and promoting gender equality across the business.

We welcome Management Trainees onto our successful ‘Building your Future’ Scheme, where they spend time in four different departments of the business across a four-month period. Following this, the Management Trainees then choose one area of the business they wish to specialise in. This programme means they are able to gain ‘hands on’ experience in all areas of the business whilst working towards either a RICS or CIOB accredited degree at University. This year we are pleased that 50% of our Management Trainees intake were female. We aim to continue receiving interest from both males and females of school leaving age who would like to consider a long-term career in the construction industry.

Furthermore, the Company are endeavouring to increase their maternity policy to enhance assistance for working women.

Higgins Group PLC has calculated its gender pay gap report at April 2023 and the results are as follows:

Overall Pay Gap	2023	2022	2021	2020
% Median	44.27	39.90	45.08	53.82
% Mean	40.52	39.10	45.14	49.58

Pay Quartiles by Gender		
Quartile	% Males	% Females
Lower	52.94	47.06
Lower Middle	70.59	29.41
Upper Middle	88.24	11.76
Upper	87.06	12.94

Bonus Gap	
% Median	20.74
% Mean	57.43

Receiving Bonus	
58.46% Males	
73.12% 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