

Gender Pay Gap Report

Huws Gray Ltd



2022



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A note from our CEO

Sharing the success of our business has been a long-standing part of The Huws Gray philosophy. We want all our colleagues to come to work feeling valued and rewarded for their contribution to the success of the business and we believe that every role plays an instrumental part in our success.

Operating at the centre of the building materials supply chain, we know that our industry is one where males make up the largest proportion of the workforce, and our business is no different. However, we are encouraged to see that, year on year, the number of female colleagues has increased across all pay quartiles. Women play a key and influential role in the business and we will continue to focus on addressing the imbalance.

Our remuneration packages are based on the role and not a person's gender and we are confident that we do not pay men and women differently for the same or equivalent work. Instead, where gender pay gaps exist, it is where men and women are working in different roles and those roles have different salaries.

2021 was an incredible year of growth for the Huws Gray Group, we welcomed 3,500 new colleagues into the group and improving diversity continues to be a key priority for us. We recognise that levelling out the playing field is important for our continued growth and to ensure we're creating the best working environment for our colleagues. We've got a way to go but we're committed to taking action that creates a sense of belonging right across the business.



Ian

Ian Northern
CEO

Understanding our gender pay gap



This report shares our gender pay gap data for the 12 months to 5 April 2022 and is calculated using the pay data for 1,839 full-pay relevant colleagues*.

Year on year we have seen a positive increase in the number of females in all pay quartiles, with a jump from 4% in 2021 to 13% in 2022 in the lower middle quartile.

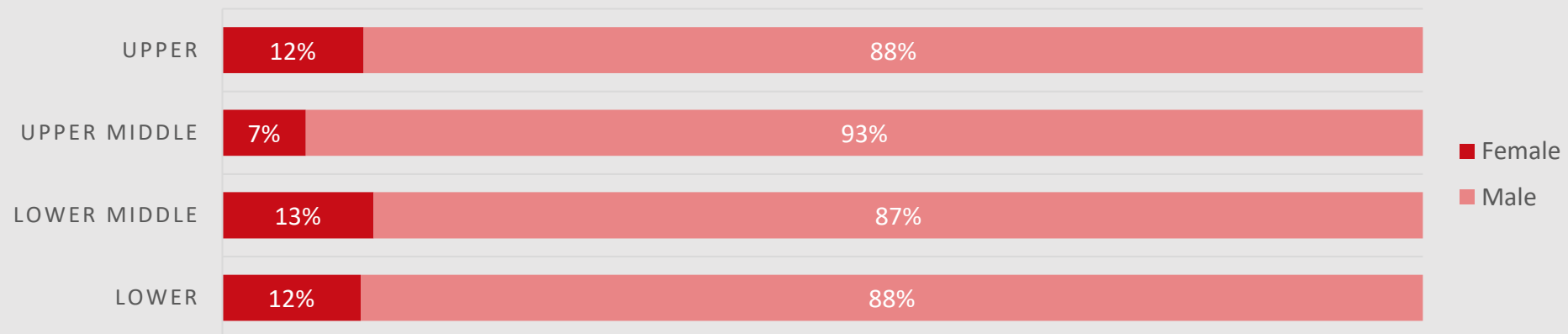
This has led to an increase in our mean and median gender pay gap, albeit marginal.

Mean hourly pay gap	2022	2021
Difference	0.7%	0.1%

Median hourly pay gap	2022	2021
Difference	2.63%	1%

*By comparison, our 2021 data was calculated using the pay data for 1,145 colleagues. The increase in 'full-pay relevant employees' was as a result of bringing two parts of the business into a single legal entity

GENDER POPULATION BY PAY QUARTILE



Understanding our gender bonus gap



This report shares our gender bonus gap data for the 12 months to 5 April 2022 and is calculated using the pay data for 1,794 relevant colleagues.

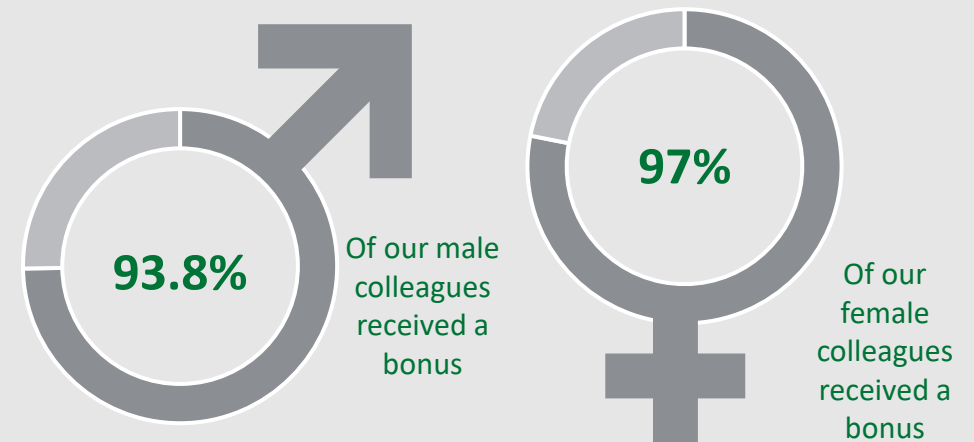
We firmly believe that our colleagues should come to work feeling valued and rewarded for their contribution to the success of the business and in the year up to 5 April 2022 we took steps to ensure that all permanent employees had the opportunity to earn a bonus.

Our new approach placed more women from our lower quartiles into a bonus scheme, so whilst this has had a positive impact on the number of women receiving a bonus (an increase from 74.3% in 2021), it has also accounted for the sizeable swing in mean and median bonus pay gaps.

It's worth noting that bonus schemes are role based and are linked to business performance and not individual performance.

Mean bonus pay gap	2022	2021
Difference	18.6%	-38.3%

Median bonus pay gap	2022	2021
Difference	0%	-25.3%



By comparison, our 2021 data was calculated using the pay data for 1,150 colleagues. The increase in 'relevant employees' was largely as a result of bringing two parts of the business into a single legal entity

Our Actions



Rolling out unconscious bias education to our leaders

We know that there is still more we can do to create a diverse workforce.

In 2023 we're committed to:

Retraining our hiring managers on recruitment & selection methods, ensuring they recruit the best person for the job, each time



Developing a compelling Employer Brand as a group to enable us to recruit from a diverse range of talent pools

Understanding how we calculate our gender pay and bonus gap



What is the Gender Pay Gap?

The gender pay gap is the difference between the average pay of men and women in an organisation, regardless of their roles.

Under UK legislation all companies with 250 or more employees are required to publish gender pay gap information.

The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same.

Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay.

Gender pay gap measures the difference between men and women's average earnings in an organisation. This is therefore impacted by the number of men and women at different levels of seniority throughout the organisation.

What do we measure:

1. Mean average pay gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.

2. Median average pay gap

The median represents the middle point of our pay range when we rank each gender group from highest to lowest pay.

3. Pay quartiles

Pay quartiles represent the percentage of men and women in four equally sized groups, ranked from highest to lowest hourly pay.

If the figures show a negative percentage it means that men have lower pay or bonuses than women. If the percentage is positive it shows that women have lower pay or bonuses than men.

A zero percentage shows that there is equal pay or bonuses between men and women the organisation.



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