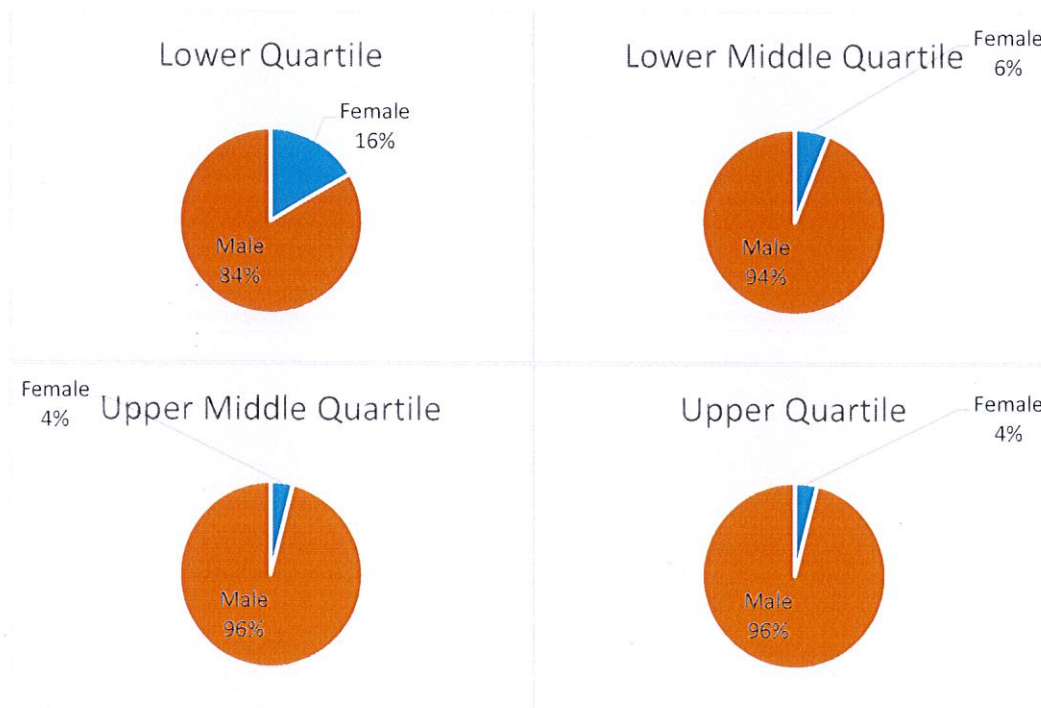


Brown and Mason Gender Pay Gap Report

From 2017 onwards any UK organisation employing more than 250 employees are required to report their gender pay gap. Gender pay gap is the difference in average earnings of the men and women with the Company. The “snapshot” for the data is the 5th April 2017 and the figures contained in the report below represent data taken as at that date and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The legislation requires that prepare specific calculations that will highlight any difference between the average earnings of men and women in our organisation.

Statistic	Percentage
Mean Gender Pay Gap	15.1%
Median Gender Pay Gap	12.5%
Mean Gender Bonus Gap	67.2%
Median Gender Bonus Gap	65.4%
Proportion of Male Employees Receiving a Bonus	5.7%
Proportion of Female Employees Receiving a Bonus	50.0%

Pay Quartiles by Gender



Based on the Annual Survey of Hours and Earnings 2017 by ONS the national gender pay gap mean is 17.4% and the median is 18.4%.

We can use the results from our calculations to assess any level of gender equality in our workplace and review the balance of male and female employees at different levels within the organisation.

We can see from our statistics that there is a gender imbalance in our working population. The gender pay gap has arisen as a result of the roles that men and women work and the level of pay these roles attract.

Demolition has historically been a male dominated sector, only 8% of our employees are female. A high percentage of our female workforce are employed in support functions. The proportion of women applying for operational roles is extremely small and 86% of our workforce is employed for the operational side of the business.

Looking at the bonus pay gap, the mean shows that men receive 67.2% higher bonus payment than females, however, 50% of our female workforce receive a bonus compared to 5.7% of men.

Brown and Mason have a clear policy of paying employees equally for the same or equivalent work regardless of their gender. We recruit based on which candidate is better suited for the role by qualification and experience regardless of gender.

We are committed to promoting gender diversity across all areas of our workforce with a view to achieve a better gender representation.

I confirm that our data has been calculation in accordance with the requirements of the Equity Act 2010(Gender Pay Gap Information) Regulations 2017



Laura Hadden

Director