



Gender Pay Gap Report

Building Supplies Distribution Ltd
formerly Grafton Merchants GB (GMGB) Ltd



2022





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A note from our CEO

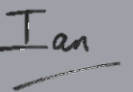
In December 2021 the Huws Gray Group acquired the Grafton Merchanting GB (GMGB) Limited businesses from Grafton Group PLC. GMGB includes Buildbase, Civils and Lintels and PDM and is a provider of building materials and related products to trade customers.

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.

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.

We recognise that levelling out the playing field is important, both for our continued growth and to ensure that we're creating the best working environment for all 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.

This gender pay gap report is based on data as a 5 April 2022.



Ian Northen
CEO

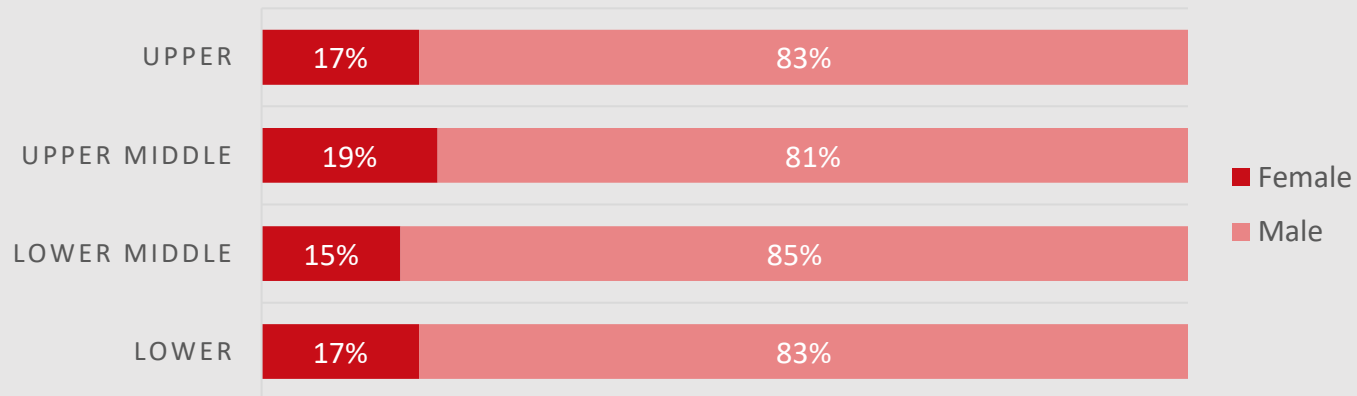
Understanding our gender pay gap



This report shares our gender pay gap data for the 12 months to 5 April 2022 and is calculated using the pay data for 3,237 full-pay relevant colleagues

The figures opposite show our gender pay gap as a percentage in both median and mean pay for the 12 month reporting period.

GENDER POPULATION BY PAY QUARTILE



Year on year we have seen a positive increase in both the Lower and Upper Middle Quartiles, while the Lower Middle and Upper Quartile have remained the same.

Mean hourly pay gap	2022	2021
Difference	1.3%	1.2%

Our mean hourly pay gap has stayed relatively stable year on year at a very small percentage.

Median hourly pay gap	2022	2021
Difference	-2.7%	-3.8%

Our median hourly pay gap remains skewed in favour of females, however the gap has closed since last year.

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 2,655 relevant colleagues.

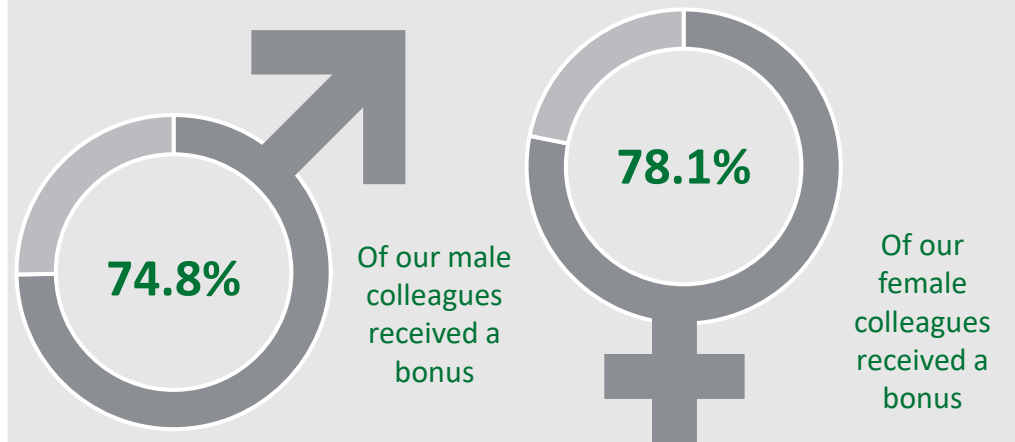
74.8% of males and 78.1% of females within the business received a bonus during the reporting period of 2022.

A much higher proportion of colleagues received a bonus during this reporting period compared to the period in 2021 as a result of COVID-19.

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	29.8%	18.9%

Median bonus pay gap	2022	2021
Difference	10.5%	-19.0%

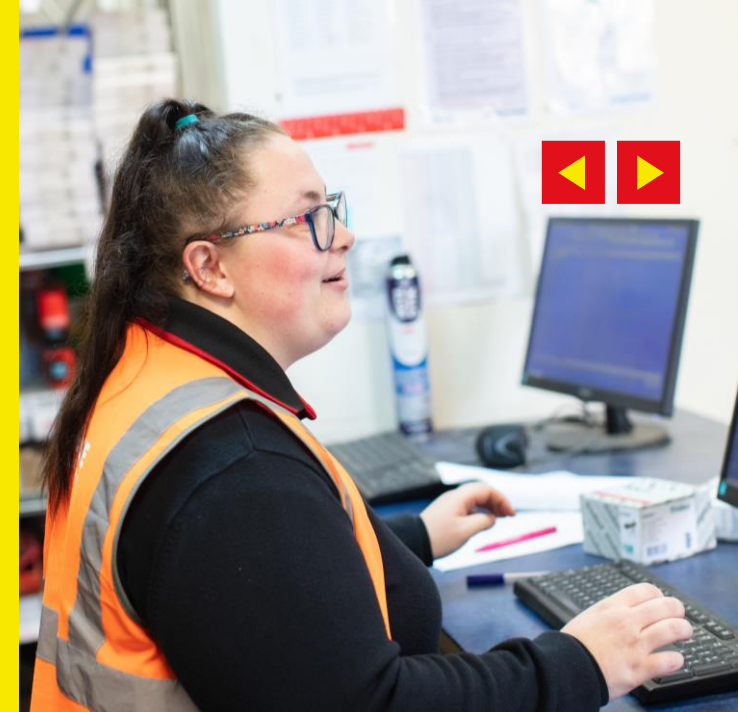


Our Actions



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

In 2023 we're committed to:



Rolling out unconscious bias education to our leaders

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 resulting 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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