

# Gender Pay Gap Report

Huws Gray Ltd



2023



# Contents

A note from our CPO

Gender Pay Gap

Gender Bonus Gap

Our Action Plan

Appendix

# A note from our Chief People Officer



Being part of the success of our business has been a long-standing philosophy of Huws Gray. 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 disappointed to see that the percentage of female colleagues has remained static this year. 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.

Following a significant acquisition of a number of businesses, 2022/2023 was a year of consolidation and integration for the Huws Gray Group. We report for the first time this year as one Huws Gray Group for 4,681 colleagues where improving diversity is 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.

Niki Coppard

# Understanding our gender pay gap



This report shares our gender pay gap data for the 12 months to 5 April 2023 and is calculated using the pay data for 4,681 full-pay relevant colleagues\*.

In this first year of reporting since the acquisition of a number of businesses, we see a positive increase in females for three of the pay quartiles.

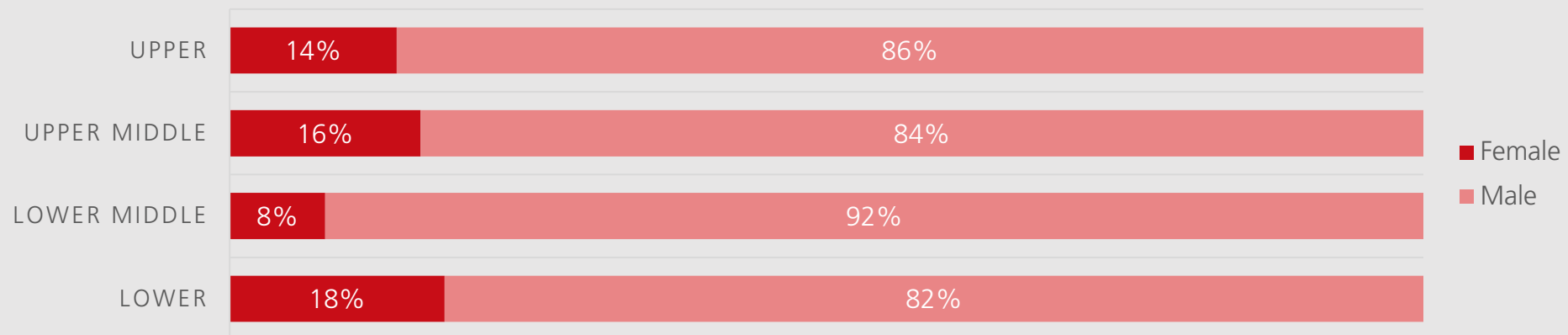
The mean hourly pay gap remains at 0.7% whilst the median has reduced by over 1.5% to just 1%.

Mean hourly pay gap	2023
Difference	0.7%

Median hourly pay gap	2023
Difference	1.0%

\*By comparison, our 2022 data was calculated using the pay data for 1,145 colleagues. The increase in 'full-pay relevant employees' was as a result of the acquisition of Grafton Merchanting GB (GMGB) Ltd.

## 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 2023 and is calculated using the pay data for 4,701 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 2023 all permanent employees had the opportunity to earn a bonus.

Whilst this has a positive impact with the same percentage of male and female colleagues receiving a bonus, there is a sizeable mean and median bonus pay gap.

Through acquisition there is a legacy term applicable to a majority male group of colleagues in one of the Group Businesses. This attendance bonus tends to influence the mean and median gender bonus gap.

The current performance bonus schemes are role based and are linked to business performance and not individual performance. By example if a Branch does not meet its sales and profit target, bonus may not be paid.

Mean bonus pay gap	2023
Difference	23%

Median bonus pay gap	2023
Difference	49.5%



Our 2023 data was calculated using the pay data for 4,701 colleagues. The increase in 'relevant employees' as a result of bringing two parts of the business into a single legal entity.

# Our Actions



Rolling out Equality, Diversity and Inclusion Training to all colleagues

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

In 2024 we're committed to:

Working as a strategic partner of the Construction Inclusion Coalition to promote diversity across the whole construction sector



Developing and promoting 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 in the organisation.

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