

## **2019 Forticrete Limited – Gender Pay Reporting**

### **Introduction**

We are pleased to report our Gender Pay Gap results for 2019. This is the third year of reporting in accordance with UK Government requirements, which were implemented to demonstrate the gap between the pay of female and male employees per hour and also information about bonus payments. We have wholly embraced the new reporting regulations and believe firmly in providing equal opportunities regardless of gender and ethnicity.

As a building products manufacturer, Forticrete has traditionally attracted a very high proportion of male employees, especially within factory based production roles. Office based support roles have a more even split of male and female employees, including high representation of women in customer support roles.

Our current employee population reflects the traditional nature of the industry, with 83% of roles being occupied by men, including a high percentage of males employed in factory based production roles.

Although the results from our most recent analysis of our gender pay gap have widened we continue to work hard to encourage more females into the business. We firmly believe further continued action needs to be taken to increase the representation of women within our production facilities, which offer diverse roles suitable for all.

This gender pay gap data is a valuable tool to help understand why our own business and our industry are missing out on female talent. We see gender pay gap reporting as a critical step in our drive to attract, retain and develop a diverse workforce at Forticrete.

### **What impacts the pay and bonus gap at Forticrete?**

Manufacturing and the Building Materials industries face a challenge in attracting more women into the sector. Forticrete is no different in this regard.

Due to the demographics of our workforce, there is an under-representation of women holding managerial and senior roles in production and in central functions which is the main factor causing our mean and median pay gaps in favour of men.

Bonus pay gaps are impacted by our demographic make-up, also whereby:

- The vast majority of our people are employed in production with the roles filled predominantly by men. At Forticrete, the pay structure for our production employees includes an element of variable pay. This is captured in bonus pay. As a result, a higher proportion of male employees receive bonus compared to females (who on the whole are in salaried roles that have less variable pay elements).
- More men hold senior management roles that participate in our management bonus schemes, which are paid with respect to company and personal performance, and these can provide a significant proportion of overall pay. With more men in the roles that are eligible for these schemes, this results in a bonus gap in favour of men.



## Forticrete Limited's gender pay gap 2019

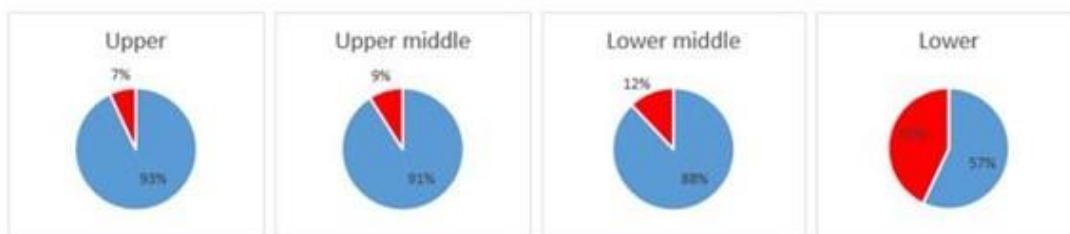


### Differences in pay and bonus between men and women

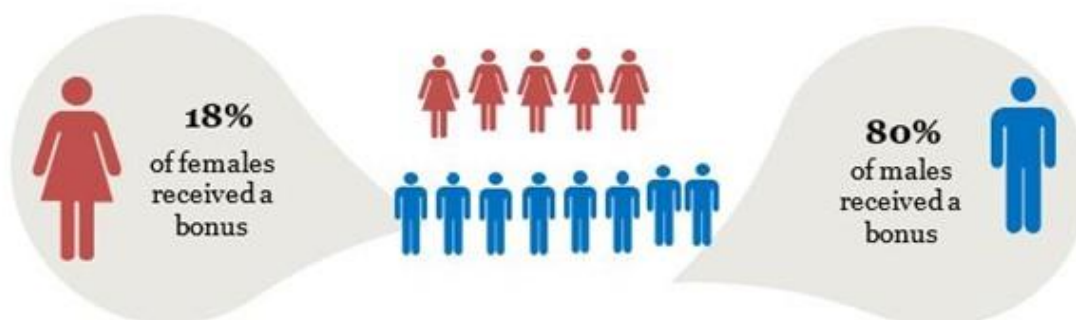
	Pay (by hour)	Bonus
Mean	33%	56%
Median	27%	46%



### Number of males and females in each pay quartile



### Proportion that received a bonus payment



### Taking action

Our results show we have more work to do. Our mean gender pay gap of 33% is higher than the national average of 17.3%. Whilst the result has increased since 2018, we are committed to regular analysis, monitoring and continuing work to remedy the gap that we have.

At Forticrete we are committed to providing equal opportunities and increasing the diversity of our workforce. We are already undertaking several initiatives to increase diversity across our business:



We know it will take a long-term commitment to significantly change the make-up of our workforce – and of the manufacturing sector. We will continue to drive these efforts to make Forticrete a diverse employer of choice.

**Nicola Hale**

Human Resources Director