

Van Elle Holdings plc Gender Pay Gap Report 2017

New regulations came into force requiring any company with 250 or more employees on 5 April 2017 to publish specific details on gender pay and bonus gaps.

Gender pay gap reporting is not about equal pay although our policy is to pay employees equally for the same or equivalent work, regardless of their gender.

The gender pay gap represents the difference in the average earnings between men and women in a company.

The report assesses all employees on the payroll on 5 April each year, the Snapshot Date, and for this first report, the Snapshot Date is 5 April 2017.

As at this date, we employed a workforce of 509, breaking down into 46 (10%) female and 463 (90%) male. Of these, 154 (30%) were office based (45 female/109 male) and 355 (70%) site based (1 female/354 male).

Our gender pay gap ratios:

Category	Percentage
Mean gender pay gap	38.4%
Median gender pay gap	38.3%
Mean bonus gap	66.3%
Median bonus gap	40.9%
Proportion of female employees receiving a bonus	93.5%
Proportion of male employees receiving a bonus	88.3%

The proportion of employees in each pay quartile band:

Pay Quartile	Female	Male
Upper	2%	98%
Upper middle	1%	99%
Lower middle	5%	95%
Lower	29%	71%

Our company, being based in the Construction sector, suffers from the traditional, unequal distribution of men and women across our offices and on sites, which has resulted in the gaps reported above. It is not because of our pay or policies.

With regards to bonuses, site based staff receive performance related bonuses on a job by job basis, and office based staff receive an annual bonus based on company and divisional performance. The under-representation of women in the upper and upper middle quartiles is reflected in the bonus gaps reported, albeit that more female staff (93.5%) as a percentage of gender total received a bonus.

Addressing the gaps

In general, females have been under-represented in the traditionally, male dominated construction and engineering sector, primarily through fewer women choosing our sector for a career.

At Van Elle our staff are our greatest asset - we are a proud Investor in People and our policies address Equal Opportunities and diversity.



It is in the interests of the company and its employees to utilise the skills of the total workforce and any appointments and promotions are based on suitability, capability and qualifications.

We now have our own purpose-built training centre to undertake the majority of our staff training and development in-house. Through training and development, all employees will be provided with the opportunity to gain the skills, knowledge and experience to enable them to build their roles, and to seek promotion within the company.

We have close links with several local universities and colleges and undertake graduate and apprenticeship programmes every year.

Through these initiatives we aim to encourage better gender balance throughout the company, recruiting talented women to address under-representation in some specific roles and more generally across all levels.