

VAN ELLE LTD GENDER PAY GAP

Report - April 2025



OVERVIEW

We are committed to creating an inclusive, supportive and diverse workplace where everyone can succeed. This year's Gender Pay Gap report provides a transparent view of our progress and the areas where we continue to focus on meaningful change.

Our values are at the heart of everything we do:

- **Safety** – Always put health and safety first.
- **Integrity** – Open, honest and straightforward, delivering on our promises.
- **Teamwork** – A 'can do' approach, working together to exceed customer expectations.
- **Excellence** – Keen to impress our customers, always do a great job and keep improving what we do.

DEFINITIONS AND REPORTING INFORMATION

In the UK, all organisations with 250 or more employees are required to report their Gender Pay Gap annually. This report provides a snapshot of the difference in average earnings between Males and Females, expressed as a percentage of Male earnings. It is important to note that a Gender Pay Gap report reflects the overall distribution of pay within an organisation and does not necessarily indicate unequal pay for the same role.

We are committed to providing a transparent view of our gender pay gap data, which includes the following key measures:

- **Median gender/bonus pay gap** refers to the difference between the midpoints in the salary ranges or bonus payments of Males and Females.
- **Mean gender/bonus pay gap** refers to the difference between the average hourly earnings or bonus payments of Males and Females.
- **Quartile pay bands** represent the distribution of Male and Female employees across four equal groups: upper, upper-middle, lower-middle, and lower.
- **Bonus proportions** indicate the percentage of Male and Female employees who received a bonus.

The report is based on snapshot data as of 5 April 2025 and covers activities between May 2024 and April 2025. For weekly paid staff, this was the week ending 6 April 2025, and for salaried this was April 2025.

We understand that using a single snapshot date provides a clear basis for comparison across organisations. While it offers valuable insights, we also recognise that gender pay can change over time, and we are committed to ongoing improvement in creating a more equal, inclusive and diverse workplace.

OUR WORKFORCE

As of 5 April 2025, our workforce comprised 632 employees, of whom 12% were Female (74) and 88% were Male (558). At that time, 32 employees were on a contract of employment but were receiving less than, or no longer receiving, their usual full basic pay. As a result, the total number of full-pay relevant employees was 600, with 11.7% Female (70) and 88.3% Male (530).

As a construction company working on projects throughout the UK, we have two main groups of employees: support staff who are mainly office based and salaried, and operational staff who are mainly site based and weekly paid.

	Total	Office Based		Site Based	
Male	530	172	32.5%	358	67.5%
Female	70	66	94.3%	4	5.7%
Total	600	238	39.7%	362	60.3%

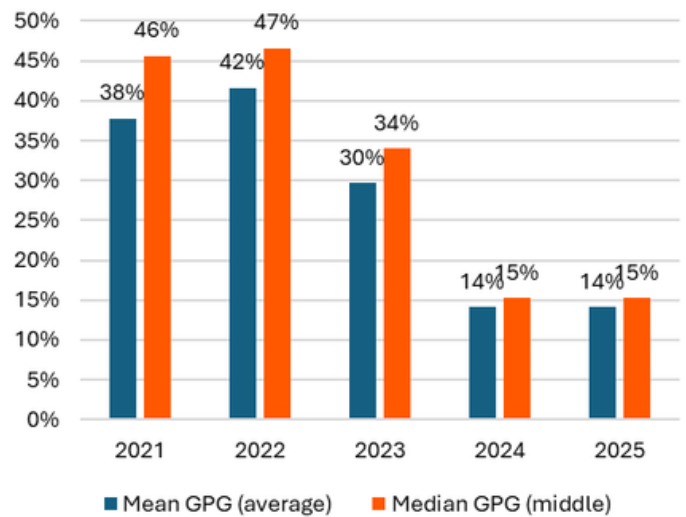
In the reporting year, we had 84 new starters, of whom 89% were Male and 11% were Female. We also had 146 leavers, with 90% Male and 10% Female.

OUR GENDER PAY GAP

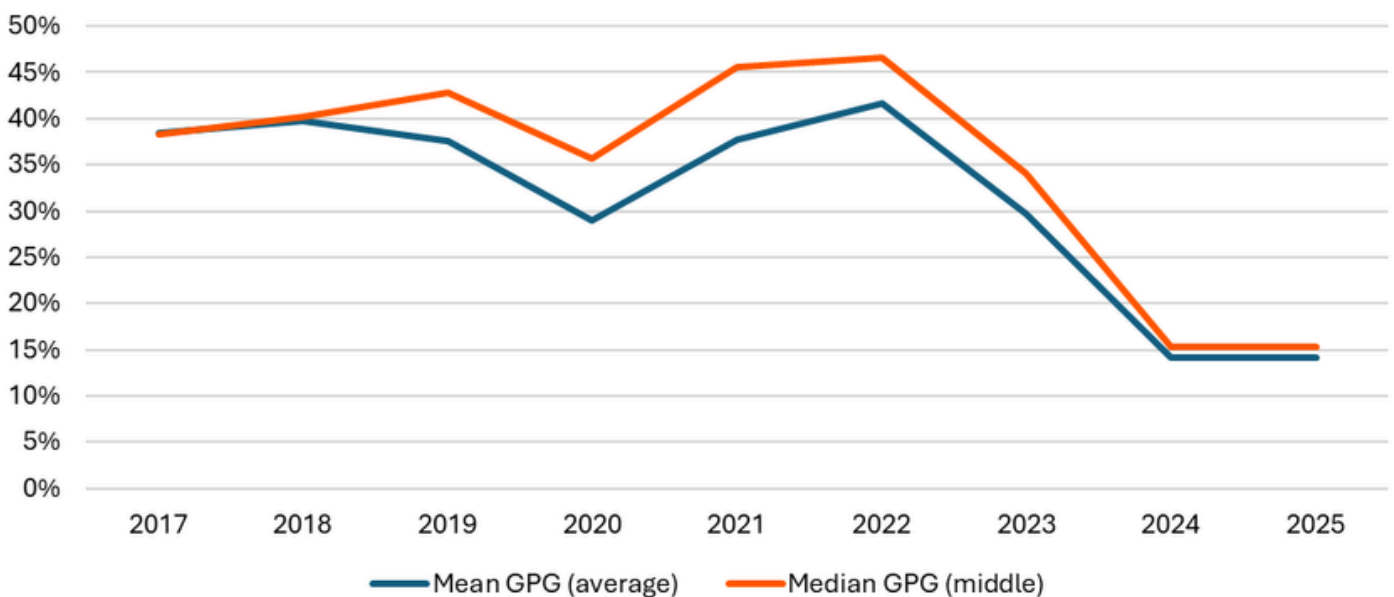
This is the 9th year we have published our gender pay gap, and we are pleased to report continued stability in our results.

This year, our gender pay gap figures remain consistent with last year, with a mean average of 14% and a median of 15%.

While this stability from 2024 and 2025 is a positive indicator and reflects the ongoing work taking place across the organisation, we recognise that continued focus and action are still needed to further close the gender pay gap.



Mean and Median over the years



OUR PAY QUARTILES

To assess these quartiles, we split our lowest to highest paid employees into four groups (quartiles):

- Senior managers and leaders generally sit in the upper quartile.
- Middle managers mostly sit in the upper middle quartile.
- Technical and administration grades are predominantly in the lower and lower middle quartiles.
- Operational roles can span across all four quartiles due to the wide range of roles.

2024			2025		
Quartiles	Male	Female	Quartiles	Male	Female
Upper	90.6%	9.4%	Upper	92.7%	7.3%
Upper Middle	95.0%	5.0%	Upper Middle	90.7%	9.3%
Lower Middle	92.5%	7.5%	Lower Middle	91.3%	8.7%
Lower	74.5%	25.5%	Lower	78.7%	21.3%

The distribution of Male and Female employees across the quartiles has remained broadly stable between 2024 and 2025, with some shifts that reflect changes in the workforce and internal progression.

In the upper quartile, Female representation decreased slightly from 9.4% in 2024 to 7.3% in 2025.

In the upper middle quartile, Female representation increased from 5.0% to 9.3%, showing a positive movement of Females into higher-paying middle-tier roles.

Female representation in the lower middle quartile increased from 7.5% to 8.7%, while the lower quartile saw a reduction from 25.5% to 21.3%, which aligns with the internal progression in middle quartiles and reflects fewer Females remaining in the lowest-paid quartile.

Consistent with industry-wide trends, our gender pay gap quartile data reflects the ongoing challenge of increasing Female representation in higher-paying roles. The construction sector remains Male-dominated, primarily due to the lower number of Females pursuing qualifications and careers in construction and engineering. Addressing this imbalance requires continued efforts to attract, support, and retain Female talent within the industry.

GENDER BONUS GAP

For April 2025, our gap for the mean and median bonus pay gap was:

Mean (Average)	Median (middle)
62.9%	57.6%

We are pleased to report continued progress in reducing our gender bonus gap. Our median (middle) bonus gap has decreased slightly compared to last year, moving from 68.4% in 2024 to 57.6% this year.

Our mean (average) bonus gap has increased from 59.4% in 2024 to 62.9% this year. While this represents a change, we continue to analyse the underlying factors contributing to this shift to ensure our reward practices remain fair, transparent, and inclusive.

Overall, the ongoing reduction in our median bonus gap demonstrates positive movement, and we remain committed to further understanding and addressing the drivers of our bonus gap to support long-term, sustainable improvement.

	2018	2019	2020	2021	2022	2023	2024	2025
Mean bonus (average)	59.0%	63.6%	53.7%	89.9%	69.3%	54.8%	59.4%	62.9%
Median bonus (middle)	52.9%	67.0%	5.9%	86.4%	72.8%	57.7%	68.4%	57.6%

As the figures above show, our bonus gender gap has fluctuated significantly over the years. However, the most recent data shows that we continue to make progress in improving our gender bonus gap. We note that the 2024 values reported in the 2024 report were the proportion of Female bonuses compared to Male. The figures now included above have been amended to disclose the gender bonus gaps.

The Bonus proportions of Male and Female relevant employees who were paid a bonus during the relevant period are as follows:

	Male	Female	Total
Number receiving a Bonus	425	53	478
Total Relevant Employees	558	74	632
Total	76.2%	71.6%	75.6%

The gender bonus gap has continued to show progress, particularly in the median average. This year, the mean bonus gap has reduced further to 57.6%, down from 68.4% in 2024. This reflects ongoing improvement in addressing differences in bonus outcomes.

It is also important to note the differences in our bonus schemes, which may contribute to variations in bonus payments. Weekly paid employees receive bonuses based on project performance, while monthly paid employees receive bonuses linked to individual and business targets. Given that Females are underrepresented in roles with performance-related project bonuses, this further impacts the overall gender bonus gap.

ADDRESSING OUR GENDER PAY DIFFERENCES: MAINTAINING OUR LONG-TERM COMMITMENT

This report highlights the areas where we continue to focus on increasing Female representation across Van Elle. While we recognise that challenges remain, our commitment to building a more inclusive, diverse and supportive working environment remains strong.

We are encouraged that our gender pay gap figures have remained stable this year, reflecting steady progress and the positive impact of our ongoing initiatives. We remain confident that our continued campaigns and the promotion of Van Elle as an organisation that values Equality, Diversity and Inclusion will help drive further improvements in the years ahead.

To help address the underrepresentation of in our sector, we actively promote careers in construction and engineering through engagement with local schools, colleges and universities. We continue to work closely with the Federation of Piling Specialists to reach people of all genders, ethnicities and social backgrounds, encouraging them to consider the industry as a viable and rewarding career path. Alongside this, our Equality, Diversity and Inclusion Strategy and Action Plan, focused on Leadership, Culture and Development which provides clear, targeted actions designed to strengthen fairness, inclusion and respect across the organisation. Our EDI Network meets monthly to review progress and drive forward our priorities.

Our commitment to attracting and developing new talent remains a key focus. As a partner of the 5% Club, we are dedicated to ensuring that at least 5% of our workforce is engaged in learning and development programmes, supporting individuals in gaining the qualifications they need to progress within the industry. We also continue to collaborate closely with further education providers to encourage more to pursue careers in construction and engineering. These efforts play an important role in increasing Female representation within our workforce and in reducing the gender pay gap over time.

To further support career progression, we are proud to continue delivering our Leadership Development Programme. Following the success of the first cohort, the programme is ongoing this year and continues to perform strongly, providing employees with the tools, confidence and opportunities to develop into future leaders. This initiative reflects our long-term commitment to retaining and nurturing diverse talent, ensuring that colleagues across Van Elle have clear pathways to progress and succeed.



The second cohort of our Leadership Development Programme.

Awareness Days

Throughout the year, we actively supported a range of awareness campaigns and initiatives to promote gender equality, inclusion, and career development across our business and wider communities.

- **International Day of Women and Girls in Science** was marked by celebrating the achievements of women in science and sharing stories to inspire girls to pursue careers in STEM; this included an interview with Lucy Jackson from Strata Geotechnics.
- **National Apprenticeship Week** highlighted the importance of apprenticeships in developing skills and creating diverse career pathways; daily articles recognised colleagues who have completed, are undertaking, or are supporting others through mentoring.
- **National Careers Week** focused on promoting career education and showcasing the range of opportunities and pathways available within the industry.
- **International Women in Engineering Day (INWED)** celebrated the achievements of women in engineering; four employees were recognised for their professional progression, highlighting positive role models across the business.
- **National Inclusion Week** supported the promotion of workplace inclusion through awareness activities; the 'Respect' Campaign was also launched to reinforce a culture of inclusion and belonging.
- **International Women's Day (IWD)** was recognised by celebrating women across the business, with colleagues from all offices contributing photos and messages of support.
- **STEM Outreach (Science Week)** included a visit by Claire Garrett to Victoria Park Infant School in Stretford, engaging young learners and promoting interest in STEM subjects.



For Women and Girls in Science Day, we caught up with Lucy Jackson, graduate engineer at Strata Geotechnics, to reflect on her journey in STEM, the progress made, and advice for young women entering the industry.



We showcased a variety of roles within our business to debunk myths and highlight the exciting, inclusive career paths in our industry.



Our Ground Improvement Director, Claire Garrett, Inspiring Young Engineers at Victoria Park Infant School.



For National Inclusion Week, we launched our 'Seven Steps for Respect' campaign, promoting a workplace where everyone is valued, empowered, and treated with respect.

Over the period from May 2024 to April 2025, as our workforce continues to evolve, we are encouraged by the progress made so far and remain optimistic about further reducing our Gender Pay Gap. We have continued to strengthen a range of initiatives designed to support equality, career development and improved representation across the business. Although the construction industry continues to be Male-dominated, we are committed to challenging this trend and creating greater opportunities for Females to thrive within our organisation.

Increasing Female representation at all levels remains a central focus. We are seeing positive movement in this area, and we recognise that sustained, long-term improvement comes from consistent action, inclusive practices and supportive pathways for progression.

Reducing the gap and building stronger Female representation across the business is an important part of our journey towards a more equal, inclusive and diverse workplace. We are confident that the steps we are taking will continue to drive meaningful and lasting change.

DECLARATION

I confirm that the Gender Pay Gap data contained in this report for Van Elle Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Graeme Campbell
Group Chief Financial Officer