

# GENDER PAY GAP REPORT 2021

**NORTHSTONE**



# INTRODUCTION

**At Northstone, our people remain our most important and valued asset and we believe that a successful business is one that harnesses the benefits of a truly inclusive and diverse culture.**

We want to be an employer of choice and believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the future success of our business.

Traditionally our sector has been male dominated but we are making progress in trying to change perceptions and highlighting the range and quality of career opportunities available in our business and industry.

We are working hard to attract and recruit more women and Northstone's leadership team is committed to fostering a culture that promotes inclusivity and equality of opportunity for all, within a respectful, supportive workplace that values the contribution that both women and men make.

We encourage career progression and endeavour to reward people fairly based on experience, behaviour and performance.

These principles form the basis of our approach to closing the gender pay gap, promoting diversity and attracting and developing the best people, regardless of gender.

This is our fourth Gender Pay Gap Report, produced in line with Government requirements for businesses with 250 or more employees to publish annual calculations showing any pay gap between male and female employees.

Our Report outlines the following statistics for Northstone (NI) Limited, which includes data relating to its trading divisions, namely Cubis, Farrans, and its Materials Division:

- » Gender pay gap (mean and median)
- » Gender bonus gap (mean and median)
- » Proportion of men and women receiving bonuses
- » Proportion of men and women in each quartile of the organisation's pay structure

Gender pay gap data is different to equal pay. Equal pay relates to pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap is the difference in the average pay and bonuses between men and women across a business.

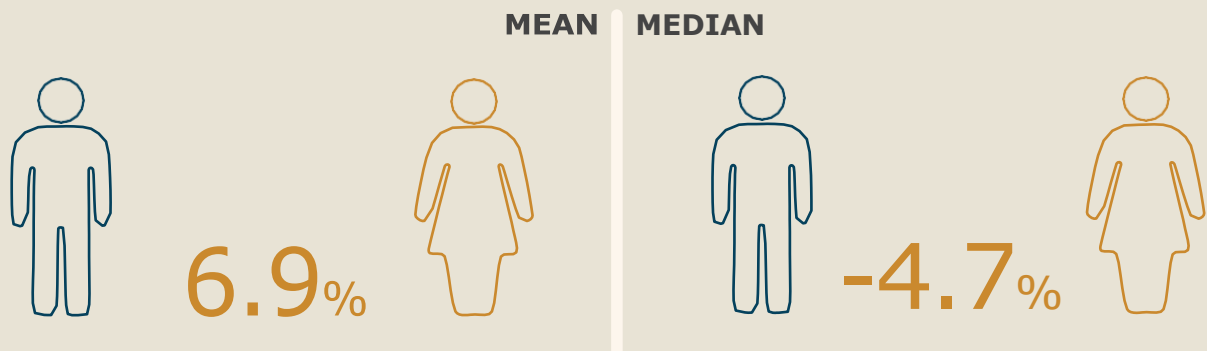
*We remain committed to closing the gender pay gap, promoting diversity in our workforce, and to attracting and developing the best people, regardless of gender.*

**John Wilson**

Chief Executive, Northstone

# OUR GENDER PAY STATISTICS

## HOURLY PAY



This graphic shows the percentage by which women's average hourly pay is lower compared to men

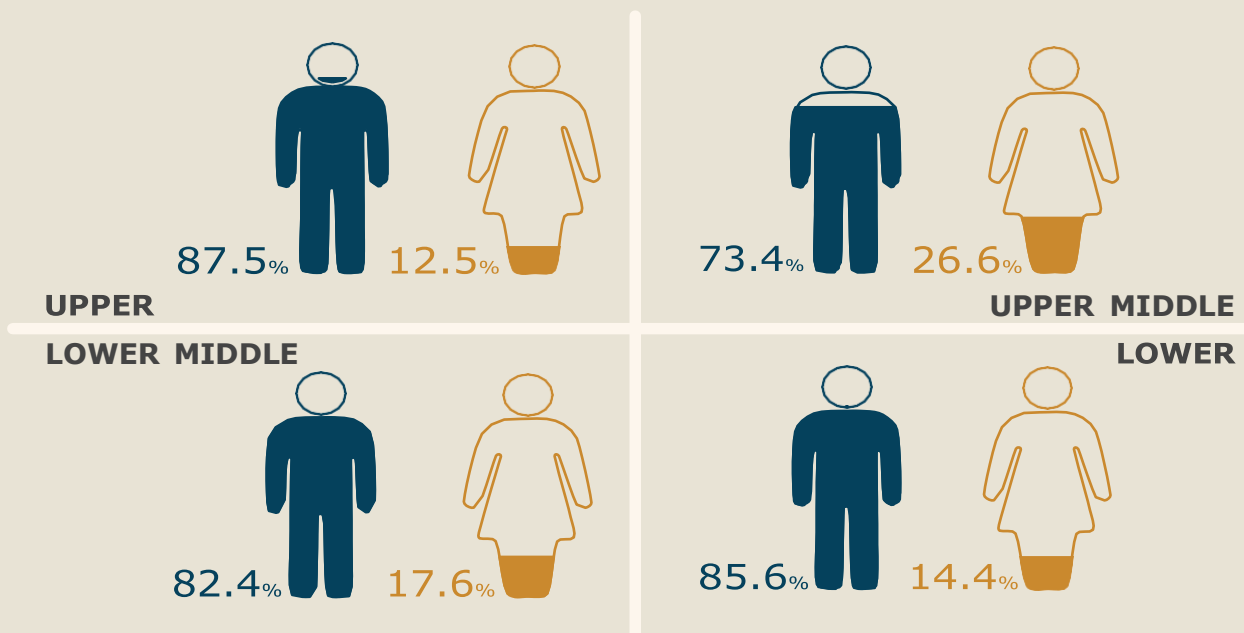
## BONUS PAYMENTS



The proportion of men and women receiving a bonus

This graphic shows the percentage by which women's average bonus pay is lower compared to men

## PAY QUARTILES



The distribution of pay is shown in quartiles. These are calculated by splitting the entire Northstone workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of men and women who sit in each band.

# GENDER PAY STATISTICS

In 2021 our workforce moved slightly in terms of male/female split (18% female, a 5% decrease on last year) however the mean (average) gap in pay between men and women moved in a positive direction in comparison with the 2020 figures.

Northstone's overall mean gender pay gap as at the 5<sup>th</sup> April 2021 snapshot date is 6.9%, compared to the reported UK average of 15.4%\*.

The difference in the median (or middle) figure for hourly pay was -4.7%. The higher median hourly rate for women (-4.7% compared to men) is driven by more site-based roles in construction and manufacturing being filled predominantly by men, with office based roles, which are typically higher paid, being filled by women.

*\*Source: Office of National Statistics 2021*

In 2021, the proportion of men and women receiving bonuses was 84.3% of women vs 87.8% of men and the mean bonus pay gap was 21.2% and median, 13.2%.

We recognise there is no quick fix to increasing the number of women in our business. However, we are continuing to build the foundations for long-term, sustainable growth and change for a more inclusive and diverse company.

We actively seek to increase the proportion of women at all levels in our organisation by showcasing the many career opportunities within our sector. By continuing to engage with the industry, the education sector and public bodies, we encourage females to view the construction industry as an inspirational career choice across a wide range of disciplines, which will promote and improve gender balance within the workplace.

## OUR ACTIONS

We are continuing to attract and increase the proportion of women within Northstone by highlighting the abundance of opportunities on offer for women to have professional careers within this sector. We believe that a more diverse workforce will make us a better business.

### ATTRACTING MORE FEMALES

We remain committed to developing a more diverse workforce and seek to cultivate a flexible working environment, attractive to both men and women, and we have, for example, reinvigorated our Flexible Working Policy thereby allowing a more hybrid approach to working.

We are encouraging the recruitment of more females within our organisation to improve gender balance, the capability of our workforce and to ensure that we have more women developing through the business. We host site-based recruitment days to promote, engage and attract females into the industry, and through our apprenticeship recruitment programme, we are focusing on attracting more females with an emphasis on promoting non-traditional female roles.

We continue to build our engagement with educational bodies to promote the opportunities and successes of females within our business, and help more young women to consider careers within construction, engineering, manufacturing and quarrying. We are also continuing to reflect women more widely in the imagery and case studies on our careers pages as more females join our business.

### 30% MENTORING SCHEME

Northstone continues to participate in the world's largest cross-company mentoring scheme, the 30% Club Mentoring Scheme. The programme, which Women Ahead manage for the 30% Club, aims to develop the diversity and inclusion of organisations, and the pipeline and parity of women at all levels of the career pyramid.

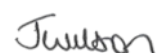
### WOMEN IN BUSINESS GROUP (NI & UK)

We are members of the Women In Business group, the largest and fastest growing business network for women. The Group members form a diverse network of women, all united with a common drive to build relationships, develop professional skills and achieve success.

### SUMMARY

Addressing the gender balance of our workforce is a long-term commitment for both Northstone and the wider construction industry and we are firmly focused on attracting and nurturing more female talent. We are members of the CITB NI Women in Construction Network, and during the year we hosted a CITB conference to encourage networking amongst women within the construction industry.

*The content of this report is accurate and in line with government reporting requirements.*

  
John Wilson