

GENDER PAY GAP REPORT 2023

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

We continue to work 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 sixth 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.

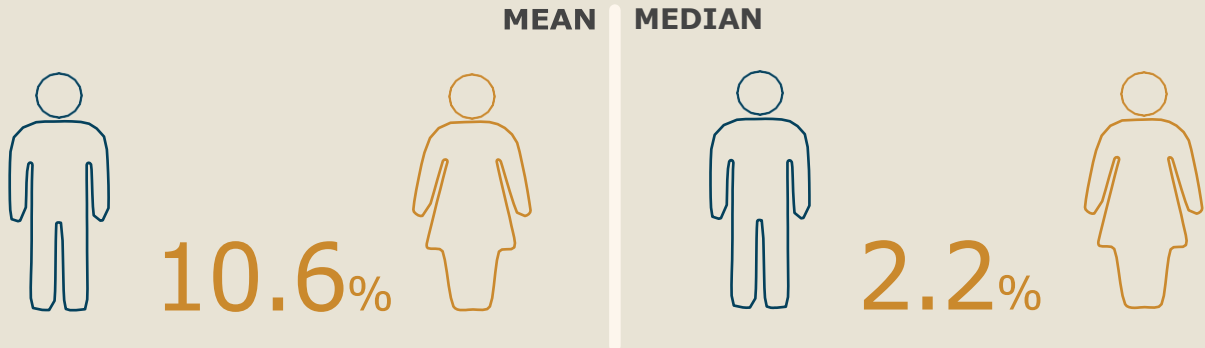
We remain committed to closing the gender pay gap, promoting diversity in our workforce, and to attracting and developing the best people, regardless of gender.

John Wilson

Chief Executive, Northstone

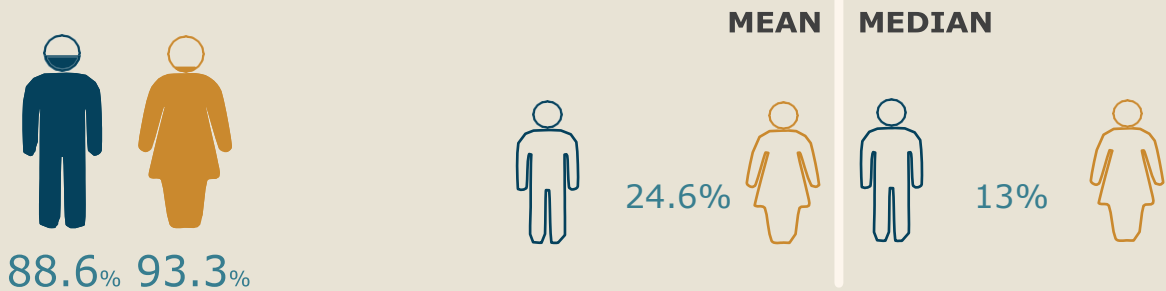
OUR GENDER PAY STATISTICS

HOURLY PAY



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

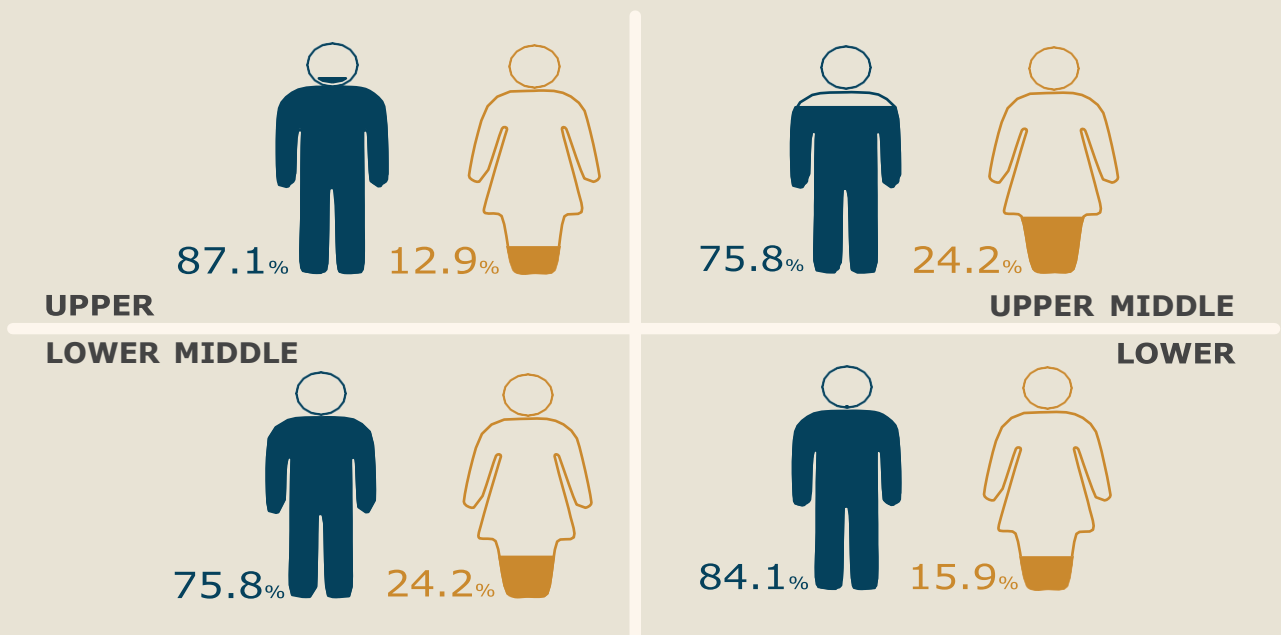
BONUS PAYMENTS



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 2023 our workforce moved slightly in terms of male/female split (18% female, a 1% decrease on last year) however the mean (average) gap in pay between men and women moved in a positive direction in comparison to 2022 figures.

Northstone's overall mean gender pay gap as at the 5th April 2023 snapshot date is 10.6%.

The difference in the median (or middle) figure for hourly pay was 2.2%, compared to the reported UK average of 14.3%. The median hourly rate for women 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 for National Statistics 2023*

In 2023, the proportion of men and women receiving bonuses was 93.3% of women vs 88.6% of men and the mean bonus pay gap was 24.6% and median, 13%.

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 to develop a more inclusive and diverse company.

We aim to increase the proportion of women at all levels in our organisation by showcasing the abundance of opportunities within our sector. By actively engaging with the education sector and public bodies, we aim to encourage and inspire women to pursue a professional career within the construction and engineering industry across a wide range of disciplines, thus encouraging and cultivating gender balance within the workplace.

OUR ACTIONS

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

ATTRACTING MORE WOMEN

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

We are encouraging the recruitment of more women 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 engage and encourage women into the industry, and through our apprenticeship recruitment programme, we are focusing on attracting more women with an emphasis on promoting non-traditional female roles.

We continue to build our engagement with educational bodies to highlight the opportunities and successes of women within our business and encourage more young women to consider jobs within construction, engineering, manufacturing and quarrying.

CITB WOMEN IN CONSTRUCTION

We are members of CITB NI's Women in Construction network, made up of women working in various roles within the construction industry. We have participated in a number of events facilitated by CITB NI throughout the year, providing our members with opportunities to expand their professional networks and address key issues, challenges and opportunities within the industry.

WOMEN IN BUSINESS GROUP (NI & UK)

Northstone continues to participate in the leading business network for women in the workplace across Northern Ireland, the Women In Business group. The Group members form a diverse network of women, all united in a common drive to build relationships, develop professional skills and achieve success.

SUMMARY

Addressing the gender balance of our workforce is a continuing commitment for both Northstone and the wider construction industry. We are focused on attracting more female talent to our business and encourage the next generation of women to consider a career within this sector.

CASE STUDY

Trea Crozier Commercial Manager

Trea is the Commercial Manager for IF105, a Capital Delivery Integrated Partnership Framework with NI Water, overseeing the commercial performance of all the projects Farrans delivers.



Trea leads the commercial team in their day-to-day management of the projects, which include trunk mains and WwTW upgrades, ensuring both Farrans and NI Water's targets are successfully met.

"I've had an interest in construction and architecture from a very young age. Architecture was the path I started down, but I wanted to know more about the technical side of construction, so I changed degrees from Architecture to Construction Engineering and Management. After working as a site engineer for a few years, I moved into quantity surveying as a temporary measure, but I ended up really enjoying it and have been here ever since.

As a woman in the industry, diversity and inclusion is close to my heart. There is a massive demand for commercial managers and quantity surveyors at the minute, which means the industry needs to grow and diversify if we are going to make it appealing to the younger generations and fill the gaps.

Without a doubt, I would recommend a career within construction. The industry is quite unique in that there's a role for almost everyone. The fact there are so many different jobs in the construction industry means you don't have to have it all figured out straight away. You have the possibility of moving into different roles until you find your ideal fit.

The most enjoyable thing about my job is that there is so much variety in it. I thrive working in teams and love building relationships, and having a laugh along the way.

Regarding the future, I've recently started a masters degree, so that will keep me busy for the foreseeable future. I'm passionate about continued growth and learning and want to continue to enhance my skillset. I also want to continue to build relationships with NI Water and deliver strategically important works which will bring many benefits to the people of Northern Ireland."

I can confirm that the data contained within this document is accurate and in accordance with government gender pay gap reporting requirements.

A handwritten signature in black ink that reads "John Wilson".

John Wilson
Chief Executive