



NG Bailey

NG Bailey Group

Gender Pay Report 2023

Welcome

NG Bailey is a business founded on its values of Passion, Integrity, Responsibility and Excellence, which coupled with our strategy to embed Fairness, Inclusion and Respect (FIR) in all that we do, drives our culture and reaffirms our promise to our people, customers and communities. Our gender pay report reflects a business and industry with a predominantly male workforce.

Our challenge remains that the industries in which we operate suffer from a long-standing and significant underrepresentation of women and minority groups. At NG Bailey we recognise that gender pay, and equal pay are often confused, it must be reinforced that the gender pay gap is not the same as equal pay. I am confident that as a business we pay equally across all areas irrespective of gender.

Across our business we have introduced many initiatives that encourage people from these underrepresented groups to build careers at NG Bailey. As part of these initiatives, we also have a responsibility to promote the range of roles and careers available to these groups in the industries in which we operate, namely construction, building and infrastructure services and manufacturing.

Across the Group, we have a number of females in a range of roles. Currently circa 30% of our Group board is female and we expect that to increase in the coming years. At a senior level we are pleased to have female representation on our Group Operating Executive (GOE) team, a role which was filled via an internal promotion. Two of our operating businesses are led by female

managing director's, supported by specialist operational, technical, site-based operatives and support function roles.

In 2023, the year which this report relates, we continue to deliver our activities around our Inspire programme, which encourages young people to study Science, Technology, Engineering and Maths (STEM) subjects with the objective of attracting women into careers in Engineering.

In the year our award-winning apprenticeship programme, which seeks to encourage applications from women, saw the business onboard over 52 new apprentices.

I am pleased to say that 11% of our current apprentices are female. We've also continued to raise awareness of FIR with our employees and regularly feature news from across the Group to promote the work we do and celebrate our successes in these areas.

Whilst we recognise that closing the gender pay gap will take some time, I am committed to the principles of FIR and the benefits these will bring to our business, people and wider industry.



David Hurcomb
Chief Executive

Background

All UK organisations employing 250 people or more must publish a report detailing its gender pay gap. This report must include six different measures:

- 1 the mean or average gender pay gap
- 2 the median or midpoint gender pay gap
- 3 the mean or average gender bonus gap
- 4 the median or midpoint gender bonus gap
- 5 the proportion of men and women who received bonuses
- 6 the number of men and women according to quartile pay bands

Definitions

The gender pay gap is defined as the difference between the average (mean) earnings of men and women over a standard time period, regardless of their job, role or seniority. Due to the way it is structured the NG Bailey Group has a number of companies which fall in to the definition of employers for gender pay reporting and as such, this report covers four businesses:

-  **NG Bailey Ltd (Engineering Division)**
-  **NG Bailey Facilities Services Ltd**
-  **NG Bailey IT Services Ltd**
-  **The Freedom Group of Companies Ltd**

In keeping with gender pay reporting requirements, this report is based on our businesses which are trading as a limited company. Therefore our Services division (comprising of IT Services, Facilities Services and Freedom) is covered by the reporting of the three companies separately. We are not required to publish a figure for the Group overall however we believe this is important and so the data for NG Bailey overall can also be found in this report. The data within this report is from April 2023.

Gender Pay v Equal Pay



Gender Pay is the difference in average earnings between men and women over a standard time period, regardless of the job they do.



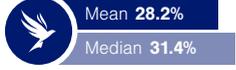
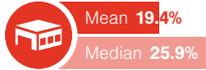
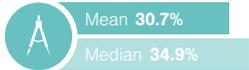
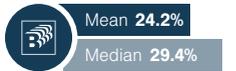
Equal Pay is about ensuring men and women are paid the same for equal work.

We are confident that we pay people the same for doing equal work.

Gender pay report

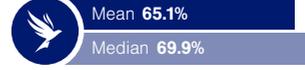
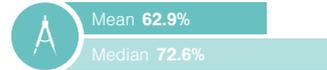
Gender pay gap

The mean and median difference in pay between male and female employees.



Bonus gender pay gap

The mean and median difference in bonus pay between male and female employees.



The proportion of males and females receiving a bonus payment (%)



Quartile reports

The proportion of males and females in each quartile band (%)



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