

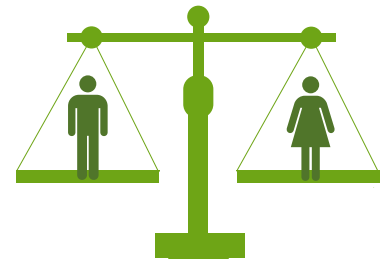
Gender Pay Gap Report

Introduction

At Springfield we are proud to create a culture where everyone can thrive. We are committed to encouraging equality, diversity and inclusion amongst our workforce and eliminating discrimination. We want to recruit and develop the best people for all positions and ensure each employee feels respected and able to give their best. How we aim to achieve this can be found within our Equality, Diversity and Inclusion (EDI) Policy.

Our Gender Pay Gap Report

Springfield is pleased to provide its Gender Pay Gap findings for this year against the snapshot date of 5 April 2022. A section on how to read our report, including influential factors within the home building industry, can be found at the conclusion of this report.



Springfield continues to significantly outperform the UK construction industry estimates in terms of Gender Pay Gap.

In our industry which remains heavily male dominated, we are delighted to see a further increase in the number of woman employed at Springfield. We have continued to invest in apprentices across the company and offer our employees fantastic training opportunities and career prospects. This year, it is also extremely positive to see that the percentage of women being promoted outweighs that of males.

Based on mean pay men at Springfield are paid 2.7%* more than women. The UK mean for construction of residential & non-residential buildings is estimated at 17.7%.

*This calculation is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly rate for all women, expressed as a percentage of the mean hourly rate for men.

Based on median pay men at Springfield are paid 16.4%* more than women. The UK median for construction of residential & non-residential buildings is estimated at 20%.

*This calculation is the difference between the median (middle) value of hourly paid rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.

The main reasons for the changes to our gender pay gap are detailed below.

94 women and 424 men work at Springfield.

We are delighted to see the proportion of women working at Springfield increase again this year. 82% of our employees are male, with the large majority of our site operatives and trades people also being male, which remains typical within the construction industry.

Our median pay figure appears to be significantly skewed this year due to two main factors.

- The first is that we have less males employed this year compared to last year, specifically in the lower and lower mid quartiles. This along with a significant number of males from the lower quartile are not included in these calculations due to the reporting rules surrounding them being on leave, therefore paid less than normal and as a result, they cannot be included as a ‘full pay relevant employee’ for our pay gap calculation. This means the number of males in the lower quartile is far less than is actually the case.
- Secondly, we also have more females in the lower quartile due to the recruitment of various administrator and trainee roles this year. This coupled with the reduction in males in the lower quartile means that the median male pay rate is higher. Its worth noting however that the average pay in this quartile is actually higher in favour of women.

The table below illustrates the proportion of male and female employees according to quartile pay bands.

Quartiles	Men	Women
Lower quartiles	73.6%	26.4%
Lower middle quartiles	81.8%	18.2%
Upper middle quartiles	86.8%	13.2%
Upper quartiles	81.0%	19.0%

Bonus Pay

All employees are generally eligible to receive a bonus or incentive. 92.4% of men and 77.4% of women received a bonus.

Women receive 119.3%* more bonus pay than men based on mean calculation

*This is the difference between the mean (average) value of bonuses, for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.



On average women received 119.3% more bonus pay than men

Women receive 462%* more bonus pay than men based on median calculation

*This is the difference between the median (middle) value of bonuses for all men in an organisation and the median value of bonuses for all women, as a percentage of median bonus for men.

Our mean and median gender bonus gap remains in favour of women. 47.1% of our workforce consists of mainly male site operatives/trades people who are eligible for overtime and may receive a modest discretionary bonus based on organisational performance. In contrast, almost all our female staff are salaried with no opportunity to earn overtime, instead they are eligible for a discretionary annual bonus. Additionally, 95% of our sales team are female and have the opportunity to receive significant incentives based on their performance.

The median bonus pay in favour of women has this year reverted back to a much larger gap than we reported last year. The gap declined last year due to a pause in sales during the construction shut-down starting in March 2020 and as such, reduced commission payments at this time and as sales and production resumed on our return to work.

Understanding our Gender Pay Gap Reporting

Springfield is required by law to publish an annual gender pay gap report. The gender pay gap is not about equal pay, which ensures that men and women doing work of equal value are paid equally. The gender pay gap simply reports on the difference in the average and median pay and bonuses between men and women across a business.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 define a standard methodology for reporting gender pay gap, including a snapshot date for which the report should be based on.

To understand our performance against peers within the construction industry we have used statistics from the Office for National Statistics (ONS). This approach is endorsed by the UK Government's Equalities Office.

Influential factors within housebuilding

We acknowledge a number of factors that are typical within the housebuilding industry, that can also be seen within our business, which influence our gender pay gap reporting.

Historical gender split in roles undertaken: Across housebuilding and the wider construction industry a number of roles have historically been male dominated. Trade and site operative roles on construction sites in particular have been attractive to males and this is evident in our business. While we are pleased to see more women entering housebuilding, there remains a clear division between the types of roles being undertaken and this can impact on pay.

Pay structure: The pay structure attached to the different roles being undertaken can impact reporting. For example, bonus commission is offered within sales roles which are predominantly held by women.

Gender Pay Gap Reporting Exclusions: The predominance of men employed within our business can correlate with higher levels of male absence and the exclusion of these salaries from the calculation can distort the results within the snapshot in time.

In summary, we are confident that men and women are paid fairly and appropriately for work of equal value and Springfield continues to recruit the best individual for the job.

I, Innes Smith, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed: 

Date: 17/03/2023