



Gender Pay Gap Report

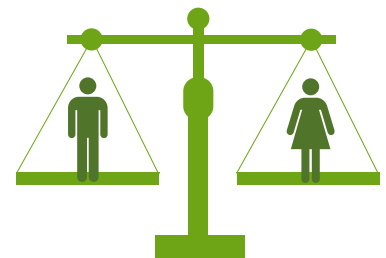
Introduction

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 2023. 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 **an increase in the percentage of women 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 a number of women continue to be promoted into management or senior management positions**.

Based on mean pay men at Springfield earn 5%* more than women. The mean pay within the UK construction of residential and non-residential building category is estimated at 21.3% in favour of men.

**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 earn 20.4%* more than women. The median pay within the UK construction of residential and non-residential building category is estimated at 24.8% in favour of men.

**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 differences are detailed below.

93 women and 394 men work at Springfield.

We are delighted to see the percentage of women working at Springfield increase this year at the snapshot date.

We have far less males employed this year compared to last year. This is due to market circumstances which has led to a reduced demand for trade and construction roles. This along with a significant number of both males and females not being 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. Specifically, a number of females from professional roles within the business were on maternity leave and have therefore been excluded from the calculation.

Site Management, where the roles are predominately held by males, bonuses increased significantly in the April snapshot date calculations compared to last year, whilst incentive levels for our Sales Teams, where the roles are predominately held by females, stayed broadly similar to the previous year. This coupled with a number of higher earning females being excluded due to leave or having left the business, and new female employees joining the business in trainee or placement positions from university or career programmes, has caused our median pay rate for woman to drop further than the male median pay rate.

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

Quartiles	Men	Women
Lower quartiles	70.6%	29.4%
Lower middle quartiles	84.4%	15.6%
Upper middle quartiles	87.0%	13.0%
Upper quartiles	80.7%	19.3%

Bonus Pay

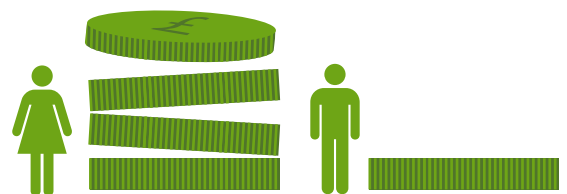
All employees are generally eligible to receive a bonus or incentive. 93.4% of men and 92.5% of women received a bonus.

Women receive 64.5%* 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.*

Women receive 273%* 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.*



On average women received 64.5% more bonus pay than men

Our mean and median gender bonus gap remains in favour of women. 46.6% 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, 90% of our Sales Team are female and have the opportunity to receive significant incentives based on their performance. This year however the gap has narrowed due to a significant increase in bonuses paid to our Site Management teams, which remain male dominated.

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. Similarly the exclusion of women can have an even greater impact on our calculations, as can be seen this year with a number of our female employees in professional roles on maternity leave at the snapshot date, therefore excluded from the calculations.

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:

16/02/2024