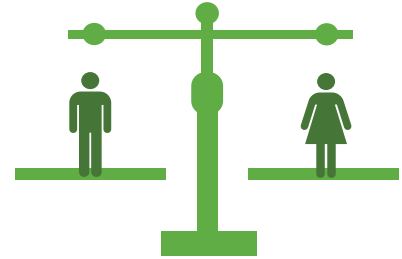


# Gender Pay Gap

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. Our approach to this can be found within our Equality, Diversity and Inclusion (EDI) Policy.



Springfield is pleased to provide its Gender Pay Gap findings for this year against the snapshot date of 5 April 2025. A section on how to read our report, including influential factors within our industry, can be found at the conclusion of this report.

The construction industry remains male-dominated across the UK, and we are pleased to report another strong performance against that backdrop. **Springfield continues to outperform the UK construction industry estimates on Gender Pay Gap by a substantial margin.**

We are delighted to see **another increase in the percentage of woman employed at Springfield over the 12 months since our previous snapshot date.** This is the second consecutive year we have reported an increase.

We have continued to invest in apprentices across the company and offer our employees fantastic training opportunities and career prospects. Reflecting our investment in people, it is positive to note that the percentage of women promoted has nearly doubled this year.



**Based on mean pay, men at Springfield are paid 2.5%\* more than women. This gap is almost 90% smaller than the UK mean for construction of residential & non-residential buildings which is estimated at 20.2%.**

*\*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 5.4%\* more than women. This gap is almost 80% smaller than the UK median for construction of residential & non-residential buildings which is estimated at 24.5%.**

*\*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 our gender pay gap are detailed below.

**67 women and 278 men work at Springfield.** The table below illustrates the proportion of male and female employees according to quartile pay bands.



Quartiles	Men	Women
Lower quartile	81.7%	18.3%
Lower middle quartile	80.5%	19.5%
Upper middle quartile	81.7%	18.3%
Upper quartile	81.7%	18.3%

At the snapshot date of April 2025, we can see that the main influence on the improvement in mean and median figures is that significantly fewer women appear in the lower quartile, a reduction of 8.8%. This can be partially attributed to the increase in the percentage of women being promoted, where promotions have taken these employees salaries from the lower to lower middle quartiles.

We can also see from the median pay data that overall, the midpoint of all women's pays has increased by £0.88 while that of our male employees has decreased by £1.14 since last year's report, bringing the overall median pay rates much closer together.

Finally, a number of both males and females were 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.

**Bonus Pay** – All employees are generally eligible to receive a bonus or incentive. 94.2% of men and 89.6% of women received a bonus and the figures below highlight that the mean and median gender bonus gap remains in favour of women.



**Women receive 3.0%\* 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 120.2%\* 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.*

46.7% 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 along with their male salaried counterparts. Additionally, 94.4% of our Sales Team are female and have the opportunity to receive significant incentives based on their performance which almost always leads to bonus pay being more favourable to women.

This year there was an annual discretionary bonus paid. As a result, this increased the numbers of both men and women who received any form of bonus payment.

These factors help explain why the gap in bonus pay remains in favour of women.

## 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 couple of our female employees 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: 25/03/2026