



## Gender Pay Gap Written Statement - Hill & Smith Infrastructure Limited

*Assessment of Data Analysed as at Snapshot Date (5 April 2023) and submitted to the Government Equalities Office.*

Hill & Smith Infrastructure Limited remains fully compliant with all relevant legislation and is wholly committed to our obligation to report our Gender Pay Gap findings.

As mandated by the government, the Gender Pay Gap analysis examines the disparity in average (mean or median) earnings between men and women across a workforce. We adhere to regulations requiring organisations with 250 or more employees to report their gender pay gap annually. These results are required to be published on both our internal platform and the government website.

Hill & Smith Infrastructure Ltd operates multiple businesses with varying payment models, including monthly and weekly routes. For reporting purposes, we focus on employees legally employed by Hill & Smith Infrastructure Ltd, specifically those considered "full pay relevant employees" in the payroll period including April 5, 2023.

The analysis of our gender pay gap helps us evaluate several key aspects such as, the levels of gender equality within our workplace, the distribution of male and female employees across different hierarchical levels and the effectiveness of talent utilisation and reward systems. This commitment underscores our dedication to transparency and accountability and ensures compliance with regulations and provides valuable insights into our workforce dynamics and practices related to gender representation and compensation.

It's important to note that a gender pay gap does not necessarily imply unequal pay practices. Rather, it reflects differences in the distribution of male and female workers across various roles within the organisation.

To ensure accurate reporting, our organisation utilises existing HR and payroll records to establish employee gender for Gender Pay Reporting calculations.

	2022/23				2021/22			2020/21			2019/20			
<b>Employees</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>		<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	
Relevant Employees	222 (84.4%)	41 (15.6%)	263		233 (85.3%)	40 (14.7%)	273	164 (83.7%)	32 (16.3%)	196	271 (86.9%)	41 (13.1%)	312	
Full Pay Relevant Employees	219 (84.2%)	41 (15.8%)	260		225 (85.6%)	38 (14.4%)	263	164 (83.7%)	32 (16.3%)	196	206 (84.4%)	38 (15.6%)	244	
<b>GPG</b>	<b>Male</b>	<b>Female</b>	<b>GPG</b>	<b>Change</b>	<b>Male</b>	<b>Female</b>	<b>GPG</b>	<b>Male</b>	<b>Female</b>	<b>GPG</b>	<b>Male</b>	<b>Female</b>	<b>GPG</b>	
Mean Hourly Pay	£20.83	£17.79	14.6%	-7.4%	£19.26	£15.02	22.0%	£19.48	£14.06	27.8%	£20.03	£16.13	19.4%	
Median Hourly Pay	£17.32	£15.76	9.0%	-5.0%	£16.22	£13.94	14.0%	£15.91	£13.07	17.9%	£16.79	£13.70	18.4%	
Mean Bonus Gap	£4,566	£3,178	30.4%	-34.9%	£10,845	£3,727	65.3%	£10,070	£2,928	70.9%	£18,963	£4,040	78.7%	
Median Bonus Gap	£3,150	£2,100	33.3%	-12.2%	£5,571	£3,125	43.9%	£5,025	£2,525	49.8%	£9,582	£3,735	61.0%	
<b>% Relevant Employees receiving a bonus</b>	<b>Male</b>	<b>Female</b>			<b>Male</b>	<b>Female</b>			<b>Male</b>	<b>Female</b>			<b>Male</b>	<b>Female</b>
	41.9%	85.4%			37.3%	87.5%			45%	88%			13%	59%
<b>Pay quartiles</b>	<b>Male</b>	<b>Female</b>			<b>Male</b>	<b>Female</b>			<b>Male</b>	<b>Female</b>			<b>Male</b>	<b>Female</b>
Upper	89.2%	10.8%			92.3%	7.7%			94%	6%			95%	5%
Upper Middle	89.2%	10.8%			90.9%	9.1%			84%	16%			85%	15%
Lower Middle	83.1%	16.9%			78.8%	21.2%			78%	22%			80%	20%
Lower	75.4%	24.6%			80.3%	19.7%			78%	22%			77%	23%

## Results Analysis:

Hill & Smith Infrastructure Limited is comprised of leading road and security infrastructure companies specialising in vehicle restraint solutions for the road safety infrastructure industry, where the workforce is predominantly male. Consequently, our data reflects a relatively low percentage of female employees, approximately 15.8% of the total workforce. Although this is an increase to last year's percentage this level still presents challenges in directly comparing pay between genders. However, our efforts to diversify our proportion of female employees, has resulted in a modest increase within the last year to our overall female headcount.

In our latest assessment, conducted for the payroll period ending on April 5, 2023, we observed a significant decrease to both our mean and median pay gaps compared to previous years. The mean gender pay gap is the difference in the average base pay for females compared to males employed at a single point in time. This has shown a positive decrease in the snapshot period for both Mean and Median Pay Gaps of approximately 7.5% and 5% but most noteworthy in our reduction efforts is a reduction of nearly 30.5% and 33.5% to our Mean and Median Bonus Gap. This reduction signifies progress in addressing gender-based disparities in our compensation structure.

Despite the percentage dominance of male levels in our workforce, it is evident from the data that efforts have been made to increase female representation in higher management positions accomplishing a 3.1% and 1.7% increase to female representation levels within our upper and upper middle pay quartiles. The positive shifts in Female Pay Quartile results, not only indicate greater representation of females in upper pay quartiles but has a direct impact on our female mean pay rate.


In conclusion, although the percentage of female employees remains low in a predominantly male-dominated industry, our data indicates progress in certain areas. We continue to prioritise efforts to address gender imbalances and promote a fair and inclusive workplace environment.

To address this gap and foster greater diversity and inclusivity, we have implemented several initiatives as part of our Diversity & Inclusion Strategy, including unconscious bias training, career development support, flexible work arrangements and regular Pay Equity Analysis. Additionally, we offer enhanced parental leave policies to support gender equality in caregiving responsibilities and foster an inclusive workplace culture.

While we acknowledge the progress made, we remain committed to further enhancing gender balance at all levels of our organisation. Our dedication to fairness, equality, and inclusivity underscores our ongoing efforts to create a workplace where all employees can thrive and reach their full potential.

This statement affirms the accuracy of the published information and underscores our commitment to promoting equality and diversity within Hill & Smith Infrastructure Limited.

Signed by:



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**Francesca Lamb**  
Human Resources Director, Hill & Smith Infrastructure Limited