



Gender Pay Gap Written Statement - Hill & Smith Infrastructure Limited

Assessment of Data Analysed as at Snapshot Date (5 April 2024) and submitted to the Government Equalities Office.

***Note: This report reflects the organisational structure in place during the reporting period.**

Hill & Smith Infrastructure Limited remains fully compliant with all relevant legislation and continues to be committed to transparency in reporting our Gender Pay Gap (GPG) findings.

As mandated by the UK government, Gender Pay Gap reporting examines the disparity in average earnings between men and women across our workforce, using both mean and median calculations. We adhere to regulations requiring organisations with 250 or more employees to report their gender pay gap annually, ensuring that our findings are published both internally and on the government website. Hill & Smith Infrastructure Limited ("HSI Ltd") employed fewer than 250 employees as of 5 April 2024 but we will continue to report our GPG metrics on a voluntary basis.

Hill & Smith Infrastructure Ltd operates across multiple business units with different payroll structures. For the purposes of this report, we focus on employees who were classified as "full pay relevant employees" during the payroll period including 5th April 2024.

The gender pay gap analysis helps us evaluate key aspects such as gender representation at different levels within our organisation, how pay is distributed between male and female employees, and the overall effectiveness of our reward and talent development systems. Our commitment to reporting ensures compliance with regulations while providing valuable insights into our workforce composition, representation, and pay structures.

It is important to note that a gender pay gap does not necessarily indicate unequal pay for equal work. Instead, it reflects differences in the distribution of male and female employees across different roles and levels within the organisation.

Results Analysis – 2023/24

Hill & Smith Infrastructure Limited operates within the road and security infrastructure sector, which is traditionally male dominated. As a result, our workforce composition continues to reflect this industry trend, with female employees making up 16.7% of our workforce, an increase from 15.6% in the previous reporting period. Although this increase is incremental, it demonstrates our ongoing efforts to improve gender representation across the business.

Our latest Gender Pay Gap figures for 2023/24 show a mean hourly pay gap of 17.5% and a median hourly pay gap of 12.4%. This represents an increase of 2.9 percentage points (ppts) and 3.4 ppts, respectively, compared to last year. While we acknowledge this movement, it is important to contextualise it within our evolving workforce structure and hiring patterns over the past year.

One of the most notable shifts in our GPG metrics this year is the mean bonus gap, which stands at 60.3%, and the median bonus gap at 36.2%. While these figures remain high, they are relatively stable compared to last year, with only a marginal change of 2.9 ppts in the median bonus gap. The gender imbalance in bonus pay continues to be influenced by the higher proportion of male employees in senior roles which typically attract greater bonus potential.

Encouragingly, 94.9% of female employees received a bonus, compared to 40.0% of male employees. This reflects our ongoing efforts to ensure that all qualifying employees, regardless of gender, have access to performance-related incentives.

Pay Quartile Distribution

Examining the distribution of men and women across our pay quartiles provides further insight into our gender pay gap:

Upper Quartile: 92.9% male, 7.1% female

Upper Middle Quartile: 86.0% male, 14.0% female

Lower Middle Quartile: 78.6% male, 21.4% female

Lower Quartile: 80.7% male, 19.3% female

These figures highlight that while female representation has improved in certain pay quartiles, particularly in the upper middle and lower quartiles, there remains a significant gender imbalance in the highest-earning roles. Addressing this disparity remains a key focus for us moving forward.

Commitment to Progress and Future Actions

Although our gender pay gap figures have shown some fluctuations, our long-term commitment to improving gender balance within our organisation remains strong. We recognise that meaningful change takes time, particularly within a male dominated industry, and we are committed to taking proactive steps to address gender representation and pay equity.

We will continue to progress with a range of improvement initiatives, including:

- **Career Development Support:** Expanding mentoring and leadership programmes to encourage career progression for women within the business.
- **Flexible Working Initiatives:** Enhancing our flexible working policies to support work-life balance and increase retention of female employees.
- **Inclusive Recruitment Practices:** Ensuring gender-balanced shortlists and inclusive hiring practices to attract and retain diverse talent.
- **Ongoing Pay Equity Analysis:** Conducting regular pay equity reviews to identify and address any disparities.
- **Unconscious Bias Training:** Providing training to hiring managers and leadership teams to ensure fair and inclusive decision-making processes.

While we acknowledge that there is still work to be done, we are encouraged by the progress we have made and remain committed to fostering a fair and inclusive workplace where all employees can succeed.

This statement confirms the accuracy of the published Gender Pay Gap data and reinforces our commitment to equity, diversity, and inclusion at Hill & Smith Infrastructure Limited.

Signed by:

Francesca Lamb
Human Resources Director, Hill & Smith Infrastructure Limited

** The gender pay gap data and accompanying narrative relate to the period prior to the organisational restructure on 1 July, when Hill & Smith Infrastructure Ltd included Varley & Gulliver Parapets, Hill & Smith Barriers, Hardstaff Barriers and Asset VRS. Following the restructure, Hill & Smith Infrastructure Ltd now comprises Asset VRS and Hardstaff Barriers, and Hill & Smith VRS Ltd comprises Hill & Smith Barriers and Varley & Gulliver Parapets. Future gender pay gap reporting will reflect the revised organisational structure.*