

Gender Pay Gap Written Statement - Hill & Smith Infrastructure Limited

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

Hill & Smith Infrastructure Limited is committed to transparency and fairness in pay and reward. Although we employed fewer than 250 employees as at the snapshot date of 5 April 2025 and are therefore not legally required to publish Gender Pay Gap information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we continue to report our data on a voluntary basis.

We believe this transparency supports our wider commitment to equity, diversity and inclusion and enables us to track progress over time.

Gender Pay Gap reporting measures the difference in average hourly pay and bonus pay between men and women across an organisation. 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.

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 2025.

Results Analysis – 2024/25

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 13.3% of our workforce, a reduction of 3.6% from the previous reporting period.

As with many organisations operating within engineering and infrastructure sectors, the gender pay gap is influenced primarily by the underrepresentation of women in technical and senior operational roles rather than unequal pay practices.

For the 2024/25 reporting period, our results show a continued narrowing of both hourly and bonus pay gaps, indicating positive movement compared with previous years.

The mean hourly pay gap is 8.6%, and the median hourly pay gap is 9.1%.

The mean bonus gap is 47.1%, with a median bonus gap of 29.1%.

These figures represent a reduction across all key GPG measures, reflecting changes in pay distribution, bonus outcomes, and workforce composition during the reporting period.

Over the longer term, the mean hourly gender pay gap has reduced significantly from 22.0% in 2021/22 to 8.6% in 2024/25, demonstrating gradual progress as representation and workforce composition evolve.

Bonus Participation

A higher proportion of female employees received a bonus during the year (96.6%) compared with male employees (43.4%). This reflects differences in bonus eligibility across roles. Many of the roles currently held by female employees participate in a consistent annual bonus structure, whereas some operational roles, which are predominantly occupied by male employees, are not eligible for bonus payments.

While participation is higher among female employees, the average value of bonuses remains higher for male employees, which contributes to the overall bonus gap. This reflects the higher proportion of male employees currently occupying senior and leadership roles where bonus potential is greater.

The gender bonus gap is therefore primarily influenced by seniority and role distribution rather than access to bonus opportunities.

Pay Quartiles and Workforce Composition

In 2024/25, women represented 13.3% of our relevant employee population.

Analysis of pay quartiles shows that female representation increases in the middle quartiles, with 24.1% of employees in the lower middle quartile being female. Female representation in the upper quartile stands at 11.1%, demonstrating some movement into higher-paid roles, though imbalance remains at senior levels.

These structural factors continue to be the primary driver of our Gender Pay Gap, rather than unequal pay practices.

We regularly review our pay practices to ensure compliance with equal pay legislation and are confident that men and women are paid equally for doing the same or equivalent work.

Commitment to Progress and Future Actions

We recognise that closing the Gender Pay Gap requires sustained, long-term action, particularly within a male-dominated industry. While we are encouraged by the progress reflected in this year's results, we remain focused on improving representation, progression, and opportunity across the organisation.

We recognise that meaningful change in gender representation within the infrastructure and engineering sector takes time. Our focus is therefore on creating sustainable improvements in attraction, development and progression to support a more balanced workforce over the long term.

Our ongoing priorities include:

- Supporting career development and progression pathways
- Promoting inclusive recruitment and talent attraction practices
- Continuing to review reward and pay structures for fairness and consistency
- Encouraging flexible working practices to support retention and inclusion

We remain committed to building a fair, inclusive workplace where all employees can develop and succeed.

This statement confirms that the gender pay gap information published in this report is accurate and has been calculated in accordance with the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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.*