



Ancon[®]
A CRH COMPANY

GENDER PAY GAP REPORT

2018



“Our people are our most important and valued asset. We want to be an employer of choice and believe that attracting, retaining and developing the best, most talented individuals, regardless of gender, is key to the future success of our business.”



Josie Welburn, Finance Director

Ancon’s leadership team is committed to fostering a culture that promotes inclusivity and equality of opportunity for all, within a respectful, supportive workplace that values the contribution that both women and men make.

We encourage career progression and endeavour to reward people fairly based on experience, behaviour and performance.

These principles form the basis of our approach to pay equality and this report outlines the ongoing actions we are taking to address any differences.

The gender pay gap is the difference in the average pay and bonuses between men and women across a business.

UK gender pay reporting legislation requires businesses with 250 or more employees to publish annual calculations showing any pay gap between male and female employees against the following parameters:

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure

Ancon’s median gender pay gap of 0.7% is considerably better than the reported UK average gender pay gap of 17.9%*. However, we recognise the need to continue to tackle imbalance, as Ancon’s mean gender pay gap is 6.9%.

At the time of this report, women represented 22% of Ancon’s total employee population. The diversity of our workforce reflects wider issues within the manufacturing and engineering sector, regarding the representation and attraction of women, particularly into technical, operational and STEM (Science, Technology, Engineering and Maths) roles.

We will continue to work within our industry, with government and with other bodies to recruit and develop women within our sector and narrow gender pay differences.

In this report, we outline the reasons behind the gender pay gap in Ancon and the proactive steps we are taking to close this gap and create a more diverse workplace.

* Source: Office of National Statistics

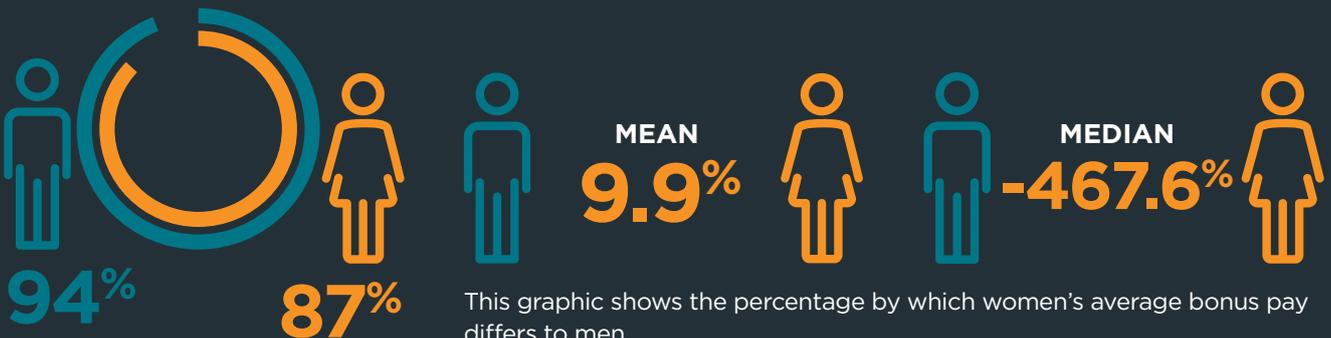
OUR GENDER PAY STATISTICS

HOURLY PAY



This graphic shows the percentage by which women's average hourly pay differs to men

BONUS PAYMENTS



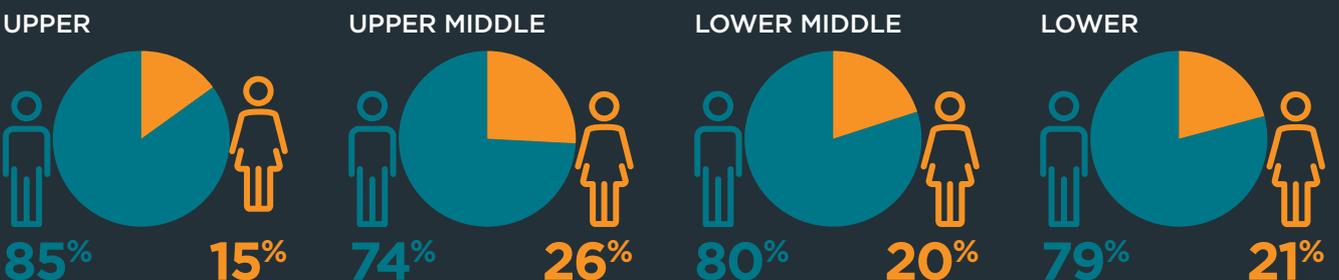
The proportion of men and women receiving a bonus

This graphic shows the percentage by which women's average bonus pay differs to men

The only employees not receiving a bonus payment in the year were those whose employment start date made them ineligible.

The higher median bonus for women reflects the fact that we have a large number of male employees, and relatively few female, in factory-based roles where bonus does not represent a significant proportion of total pay.

PAY QUARTILES



These quartiles are calculated by splitting the entire Ancon workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of men and women who sit in each band.



OUR FINDINGS

The main differentials in gender pay can be explained by the fact that Ancon currently has fewer female than male employees. At the time of this report, women represented 22% of our total employee population. This reflects wider issues with diversity within the manufacturing and engineering industry sector.

Whilst Ancon's mean gender pay gap is 6.9%, our median gender pay gap is considerably lower at 0.7%; this is due to a relatively high percentage of our female employees being located in our upper middle pay quartile and is considerably better than the reported UK average gender pay gap of 17.9%*.

OUR ACTIONS

Ancon is committed to operating an inclusive working environment where individuals are recruited, developed and rewarded free from discrimination. Better analysis of the data we capture will further improve our approach to understanding trends and putting measures in place to recruit more people from diverse backgrounds.

We take a gender-neutral approach to recruitment at all levels and roles, and focus on the suitability of the candidate for the job. Our training and development initiatives ensure that whatever your role at Ancon, you will have the opportunity to build an outstanding career with us.

We are doing more to promote our existing flexible and agile working culture, ensuring we encourage a family-friendly work environment.

We are engaging with industry and public bodies to improve perceptions of the manufacturing and engineering industry and encourage potential employees - both male and female - to view our sector as an aspirational career choice, particularly in technical, operational, and STEM (Science, Technology, Engineering and Maths) roles.

We are continuing to reflect women more widely in the corporate imagery we use as more females join our business.

*Source: Office of National Statistics