

# Caval Gender Pay Gap Report April 2020

October 2021

<p>Mean Hourly rate of pay</p> <ul style="list-style-type: none"> <li>-Internal staff</li> <li>-Operatives</li> </ul>	<p>Males earn an average 20.4% per hour more than females</p> <p>Males earn an average 18.9% per hour more than females</p>
<p>Median Hourly rate of pay</p> <ul style="list-style-type: none"> <li>-Internal staff</li> <li>-Operatives</li> </ul>	<p>Males earn an average 28.2% per hour more than females</p> <p>Males earn an average 8.0% per hour more than males</p>
<p>Mean Bonus pay (Internal staff only)</p>	<p>Males earn an average 26.3% more than females</p>
<p>Median Bonus pay (Internal staff only)</p>	<p>Males earn an average 18.7% more than females</p>
<p>Percentage of males who recieved a bonus</p>	<p>84.2% of total internal relevant male workforce</p>
<p>Percentage of females who recieved a bonus</p>	<p>58.3% of total internal relevant female workforce</p>

## Internal Staff

Within the relevant internal staff, we have an overall 50/50 split of male to female staff. Our senior management team consists of 40% women and 60% men.

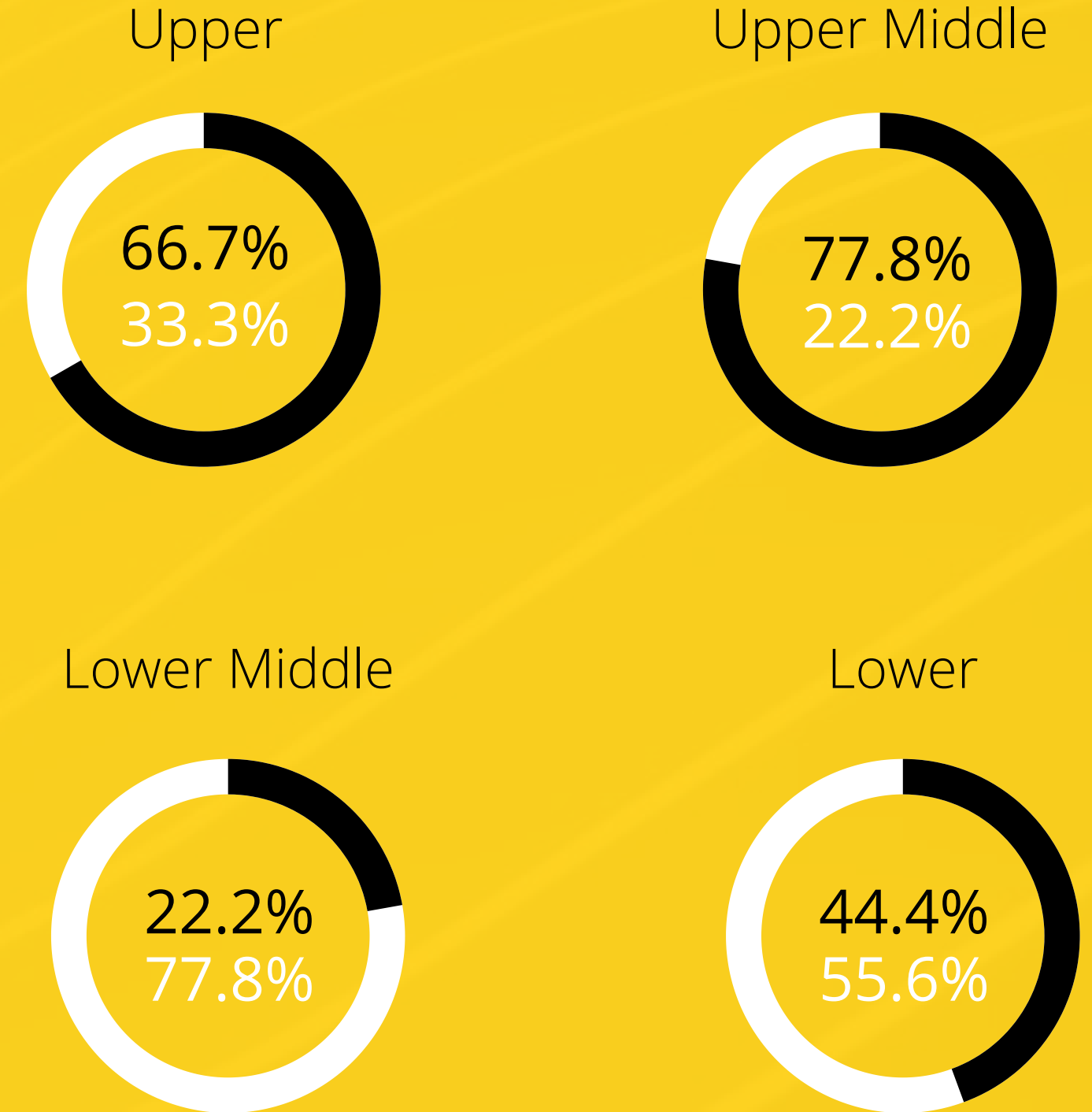
We operate the same bonus scheme for all employees irrespective of gender. The scheme is uncapped, providing equal access to bonus payments based purely on performance.

As can be seen by the quartile and bonus figures split, we have a larger number of females working in finance, payroll and support, where bonuses are not normally paid.

Internally, we employ a number of working parents (both female and male) who work reduced hours to provide flexibility with the demands of family life.

We employ a number of apprentices across the business, including finance, sales, marketing and administration. Our apprenticeship programme has proved to be successful, with 3 apprentices recently qualifying in their chosen fields. All our apprentices provide a valuable contribution to the business. Recruitment and development decisions continue to be made solely on the basis of suitability of the individual's skills, experience and ability to do the job.

## Proportion of men and women in each quartertile (Internal staff)



## Operatives

As a supplier of labour to the construction industry, our agency worker headcount is male dominated. Research shows that only 12.8% of the construction workforce is female, with less than 1% of females working on-site.

Caval's operative split is improving year on year, moving to 5.6% female workers in 2020, from 0.9% in 2017.

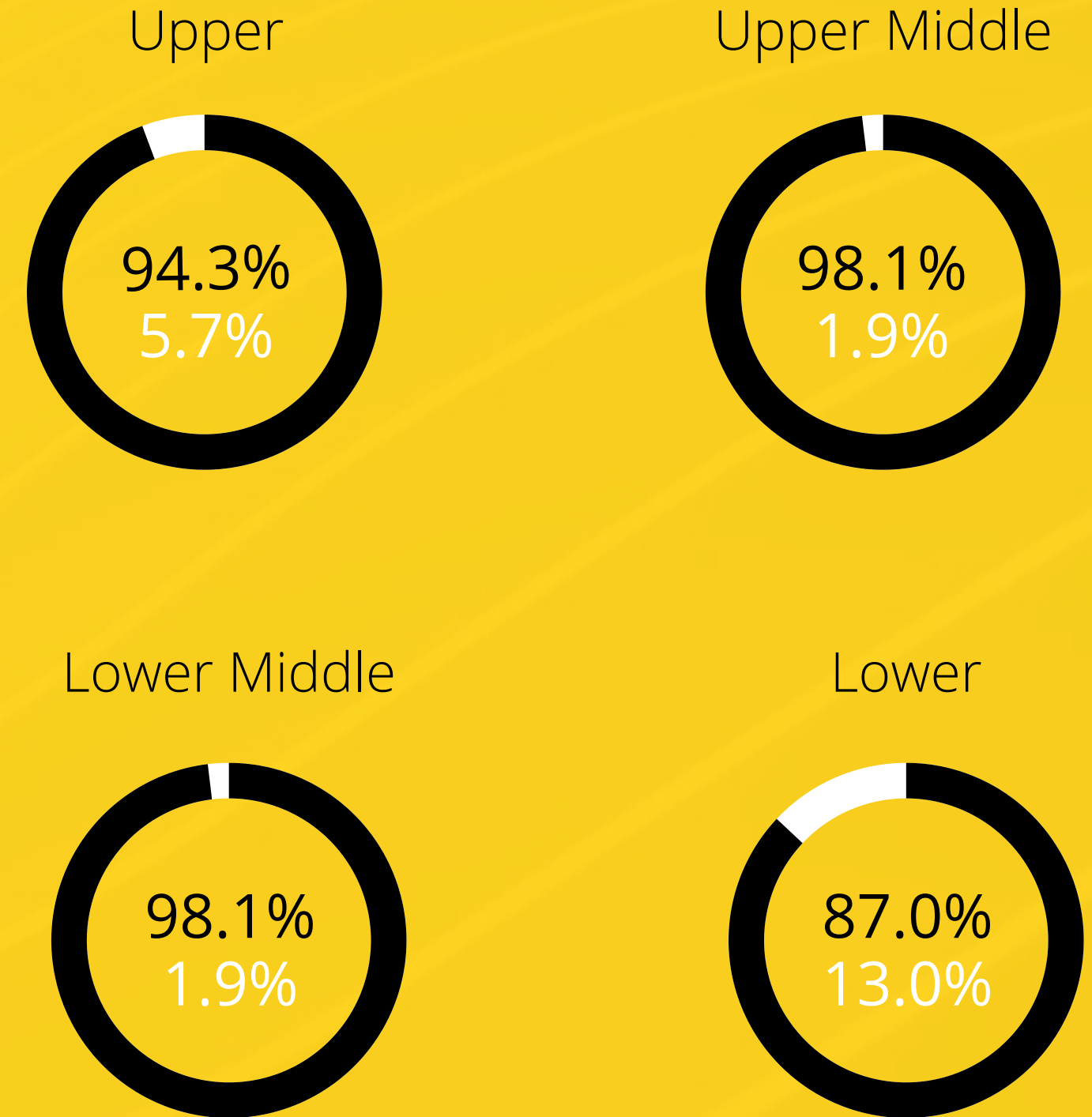
We are committed to placing strong candidates, regardless of their gender and would always consider females for placements.

We are pleased to say there are numerous industry initiatives to bring more women into the construction industry and we welcome these initiatives. As a business we are involved in a number of these initiatives and we hold Silver Membership of Women Into Construction.

We celebrated International Women's Day across the business and colleagues shared their views on celebrating the success of women. In support of our commitment to gender balance we will be supporting International Men's Day in November.

Jane Wardell ACA  
Associate Finance Director  
5th October 2021

## Proportion of men and women in each quartertile (Operatives)



● - Men ● - Women