

## GENDER PAY REPORT 2017 (REVISED, 28 MARCH 2019)

PJ Carey (Contractors) Ltd is committed to being a diverse and inclusive employer and our aim is to offer all our colleagues the opportunity to develop their careers. We know that for our business to succeed our colleagues must be from a diverse range of backgrounds and be part of an inclusive workplace culture.

### WHAT IS THE GENDER PAY GAP?

The gender pay gap shows the percentage difference between average hourly earnings for all men and all women across an organisation, regardless of their role.

The gender pay gap is different to equal pay, which requires men and women doing the same job to be paid the same.

### Correction to 2017 Gender Pay Gap Calculations



Whilst analysing our 2018 Gender Pay Gap, it came to light that our 2017 report presented inaccuracies. The 2017 data extract was correct. However, due to an administrative error in the formula used to produce the final calculations, two of the original data results were affected; 'mean pay gap' and 'mean bonus gap'. These inaccuracies have been corrected and are now available. As a result, the below provides corrected calculations:

Here is how PJ Carey (Contractors) Ltd measures against the set criteria.

Mean Pay Gap	Median Pay Gap
27.9%	22.1%

Mean Bonus Gap	Median Bonus Gap
59.9%	12.9%

% of Males and Females Receiving a Bonus Payment	
Female	Male
69.6%	68.7%

The % of Males and Females in each Quartile Band		
		
Lower Quartile	34.0%	66.0%
Lower Middle Quartile	15.4%	84.6%
Upper Middle Quartile	14.5%	85.5%
Upper Quartile	7.1%	92.9%

### ADDRESSING THE GAP

PJ Carey (Contractors) Ltd is committed to being an employer that gives equal opportunities to all employees irrespective of gender, and we aim to ensure that all employees are supported to reach their full potential.

Our results are in-line with our industry peers and we recognise there is room for improvement.

We need to attract a higher proportion of female employees at all levels, retain women in the business and provide opportunities for their professional and career development.

Detailed below are some of the ways we are addressing this gap.

#### RECRUITMENT

Attracting more women into the construction industry is key to closing the gender gap.

- We are setting up links with local schools directly and via the Construction Youth Trust to encourage school leavers to join our industry. We will continue to provide mentoring and work experience opportunities across our business.

#### RETENTION

Retaining women in the construction industry is another focus area, crucial to improving the gap.

- We have enhanced our maternity leave and paternity leave policies for all parents.

#### DEVELOPMENT

Supporting our female colleagues in their professional development will help to ensure women are represented at all levels of the business.

- We are developing our talent and succession planning programmes which will assist our female colleagues to advance in to senior roles.

The information published on the current gender pay gap figures for PJ Carey (Contractors) Ltd is accurate and correct.

Steve Regan,  
Chief Executive Officer – PJ Carey (Contractors) Ltd