



NG Bailey

NG Bailey Group

Gender Pay Report 2020

Welcome

NG Bailey is a business founded on its values of Passion, Integrity and Excellence, which coupled with our strategy to embed fairness, inclusion and respect (FIR) in all that we do, drives our culture and reaffirms our promise to our people, customers and communities.

Our gender pay report reflects a business with a predominantly male workforce. Our challenge remains that the industries in which we operate suffer from a long-standing and significant underrepresentation of women and minority groups.

Our 2020 gender pay figures have been impacted by the COVID-19 pandemic with some areas of the business showing an increase on our 2019 figures. To protect jobs and the business, a number of our employees were furloughed in April 2020, which distorted our mean and median numbers. Reassuringly, even with this impact, we have seen encouraging improvements in some areas of the business, particularly our Services division.

At NG Bailey we recognise that gender pay and equal pay are often confused, it must be reinforced that the gender pay gap is not the same as equal pay. I am confident that as a business we pay equally across all areas irrespective of gender.

Across our business we have introduced many initiatives that encourage people from these underrepresented groups to build careers at NG Bailey. As part of these initiatives we also have a responsibility to promote the range of roles and careers available to these groups in

the industries in which we operate, namely construction, building and infrastructure services and manufacturing.

Due to the pandemic, 2020 was a challenging time and the restrictions in place unfortunately led to a decrease in the activities we usually undertake as a business to attract a wider range of people to our industry. Our successful Inspire programme, which aims to encourage young people to study Science, Technology, Engineering and Maths (STEM) subjects with the objective of attracting women into careers in engineering was temporarily put on hold.

However, we were happy that our award-winning apprenticeship programme, which actively seeks to encourage applications from women, was able to continue. I'm pleased to say that more than 10% of our current apprentices are female.

We've also continued to raise awareness of FIR with our employees and regularly feature news from across the Group to promote the work we do and celebrate our successes in these areas.

Whilst we recognise that closing the gender pay gap will take some time, I am committed to the principles of FIR and the benefits these will bring to our business, people and wider industry.



David Hurcomb
Chief Executive

Background

All UK organisations employing 250 people or more must publish a report detailing its gender pay gap. This report must include six different measures:

- 1 the mean or average gender pay gap**
 - 2 the median or midpoint gender pay gap**
 - 3 the mean or average gender bonus gap**
 - 4 the median or midpoint gender bonus gap**
 - 5 the proportion of men and women who received bonuses**
 - 6 the number of men and women according to quartile pay bands**
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Definitions

The gender pay gap is defined as the difference between the average (mean) earnings of men and women over a standard time period, regardless of their job, role or seniority. Due to the way it is structured the NG Bailey Group has a number of companies which fall in to the definition of employers for gender pay reporting and as such, this report covers four businesses:

-  **NG Bailey Ltd (Engineering Division)**
 -  **NG Bailey Facilities Services Ltd**
 -  **NG Bailey IT Services Ltd**
 -  **The Freedom Group of Companies Ltd**
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In keeping with gender pay reporting requirements, this report is based on our businesses which are trading as a limited company. Therefore our Services division (comprising of IT Services, Facilities Services and Freedom) is covered by the reporting of the three companies separately. We are not required to publish a figure for the Group overall however we believe this is important and so the data for NG Bailey overall can also be found in this report. The data within this report is from April 2020.

Gender Pay v Equal Pay



Gender Pay is the difference in average earnings between men and women over a standard time period, regardless of the job they do.



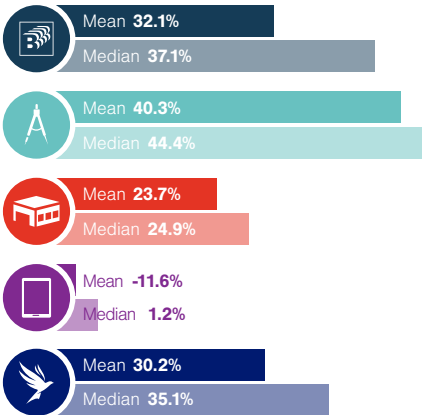
Equal Pay is about ensuring men and women are paid the same for equal work.

We are confident that we pay people the same for doing equal work.

Gender pay report

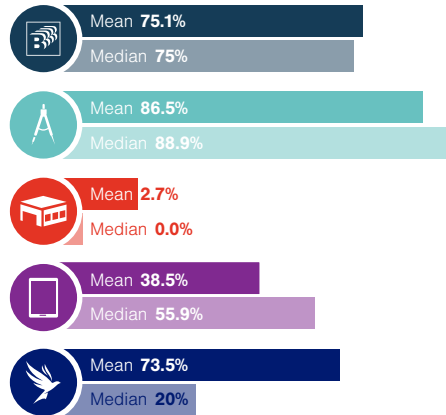
Gender pay gap

The mean and median difference in pay between male and female employees.



Bonus gender pay gap

The mean and median difference in bonus pay between male and female employees.

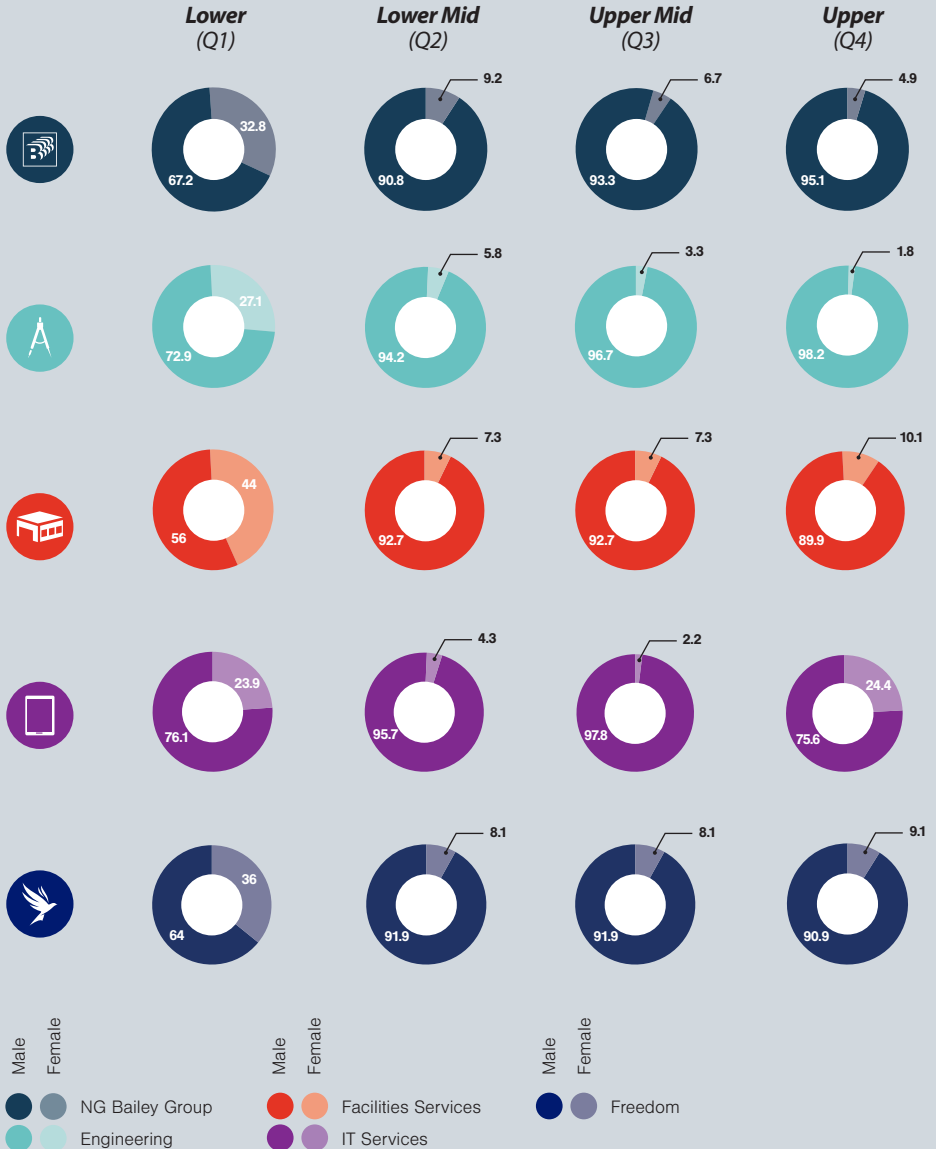


The proportion of males and females receiving a bonus payment (%)



Quartile reports

The proportion of males and females in each quartile band (%)



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