

Tithegrove Ltd Gender Pay Gap Statement

'From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.'

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

Employers must both:

- publish their gender pay gap data and a written statement on their public-facing website
- report their data to government online - using the gender pay gap reporting service.

If your organisation has fewer than 250 employees, it can publish and report voluntarily but is not obliged to do so.'

www.gov.uk 2017

Tithegrove Ltd are a subsidiary of Tithegrove Holdings, and are one of the largest Groundworks and Civil Engineering providers in the South West.

Results

Hourly rate

Mean pay gap -0.3%

Median pay gap 4.8%

Pay Quartiles

Band	Males	Females
A	94.4% (118)	5.6% (7)
B	96.0% (120)	4.0% (5)
C	94.4% (119)	5.6% (7)
D	97.6% (123)	2.4% (3)

Bonus pay

Mean gender bonus gap -177.2%

Median gender bonus gap -420.0%

Proportion receiving bonus pay:

84.2% of male employees

100.0% of female employees

The construction industry tends to have a significantly higher number of male employees compared to female employees. At the snapshot date of 5th April 2017 there were 502 employees of Tithegrove Ltd. Of these 502 employees, 22 were female.

It should be noted that 7 of the female employees were in the upper quartile roles making up 32% of our female workforce, and all females received bonus payments.

Overall the amount paid to females is slightly higher than it is to males which has resulted in a marginal difference for the mean pay gap. However, the median pay gap is in favor of a slightly higher pay for males, the difference between mean and median pay gaps being

5.1%. This could be partially attributed to the lack of females in Construction specific roles such as Contract Managers, Quantity Surveyors, Engineers, Project Managers and Site Supervisors.

In determining pay and reward for our employees we balance a number of factors including the economic climate, company performance and external market forces for the roles we offer.

This statement confirms that the published information is accurate at the time of publishing and is signed by Nick Reilly, CEO.

Nick Reilly

