



What is meant by gender pay gap?

Employers with over 250 employees are required to publish statutory calculations every year showing their pay gap between male and female employees.

The gender pay gap is the difference in the average earnings between men and women, regardless of the roles they perform. Gender pay differs from 'equal pay', which looks at pay differences between people carrying out the same or comparable work.

The calculations carried out by the Company are shown in the document below and are based on the snapshot date of 05 April 2018.

How much is our gender pay gap?

At 05 April 2018 the gender pay gap in GTC was 37%, down from 46% in 2017.

This is the difference in mean hourly rate between men and women for all roles in the business. Our calculations have been completed in line with the Government regulations (available through the ACAS website).

Why is GTC gender pay gap higher than average?

The business works across the construction, engineering and utilities sectors.

Last year's report referenced the ACAS report, which stated that the gap tends to be higher in industry sectors such as energy and construction, this is still the case. One of the big factors for the under representation of women in the utilities, engineering and construction sectors is that historically fewer women both in general and at a senior level have studied the STEM subjects (Science, Technology, Engineering and Maths) at school and university, meaning fewer women apply for roles in these sectors.

In our business additional factors contributing to the gap are:

- More men in senior management and technical roles;
- More women working flexibly in part time and support roles.

Our Employees

Our employees are our most valued asset and each employee plays a key role in our success.

We aim to select the best candidate for our roles, ensuring an inclusive and equal process is followed. However, we are mindful of the need to actively support and encourage women to study STEM subjects. To this end we are working with STEMNET and the Suffolk STEM team to identify colleagues in our businesses who would like to become STEM Ambassadors, working in the community to encourage female students to study STEM subjects.

Just under a third of candidates on the recent graduate engineer assessment centre were female and all performed well, therefore we are hopeful that they will be offered positions across the Group. We will continue to develop our relationships with higher and further education establishments, including apprenticeship schemes to further encourage and promote the opportunities that are available for females to pursue a career in a STEM related subject.

In GTC the following statistics apply to female employees:

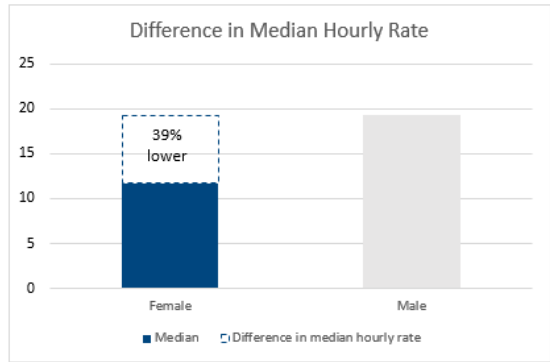
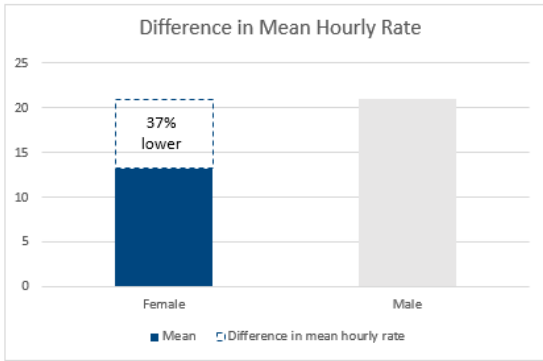
- 43% of our employees are women;
- Of these women 10.4% hold senior management positions.

Reasons for our gender pay gap

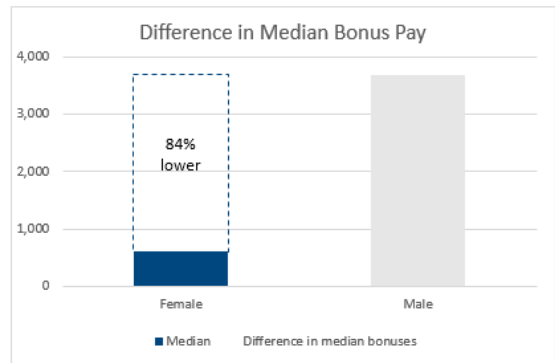
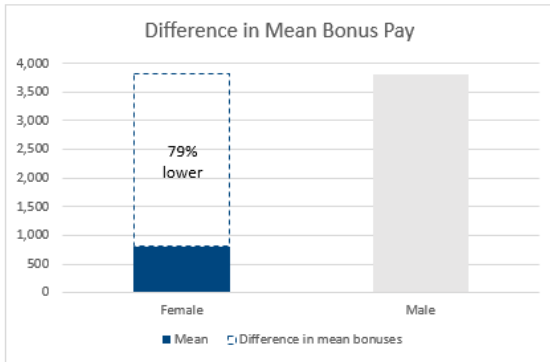
Last year's report also cited the following additional factors that contribute to the gender gap discrepancy.

- According to gov.uk a higher proportion of women chose occupations that offer less financial reward (e.g. administration). This fact is reflected among GTC employees.
- A higher proportion of women work in part-time roles, this is also true of part time working in GTC where all part time employees are female.

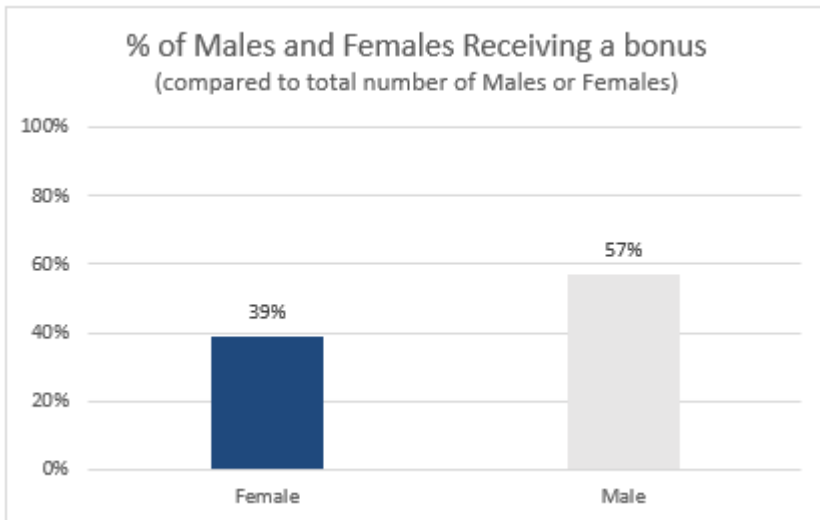
Hourly Rate



Bonus Pay

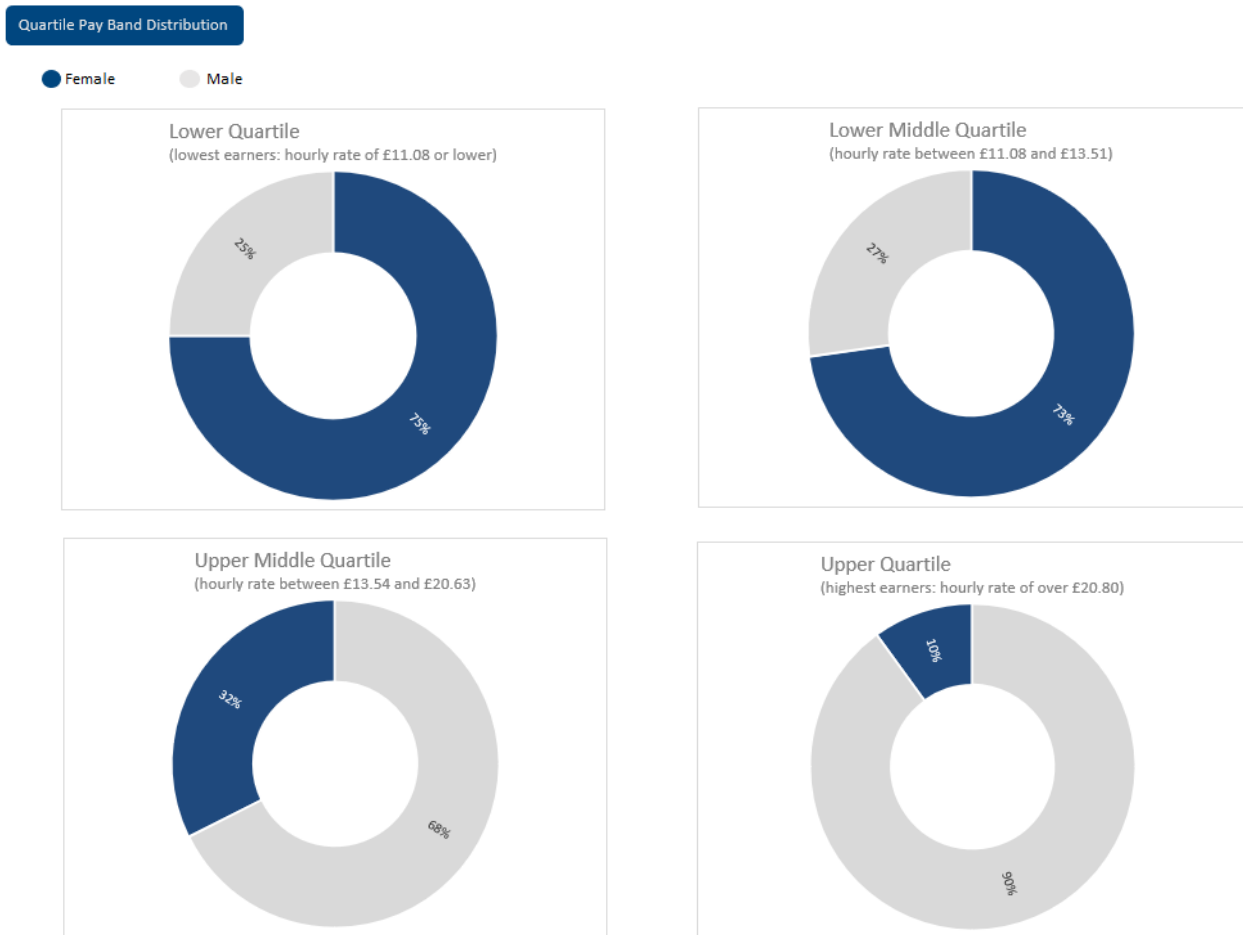


39% of female employees and 57% of male employees received a bonus.



Quartile pay band distribution

This is calculated by ranking the hourly rate of all employees from the highest to the lowest paid, dividing this list into four equal parts and working out the percentage of males and females in each of the four parts.



Following an analysis of the data, the key reasons for our gender pay gap are:



The industry we work in, leading to a high proportion of males in higher paid construction roles



The higher proportion of males in senior roles. The opportunity to earn higher rates of bonus is more prevalent in such roles.



More of our female employees are employed in administrative based roles, their male counterparts are employed in technical and construction-based roles.

What are we doing to close the gap?

In addition to the initiatives we are taking to encourage female students to study STEM subjects and apply to us for STEM related careers, we have implemented a specific line management training programme to equip colleagues with the necessary skills to apply for more senior roles and therefore encourage female colleagues to apply for management level positions.

Our Line management training courses give specific unconscious bias coaching, in both the recruitment and selection module and the performance management module, which also includes fair treatment and equal opportunities.

Our ongoing commitment to the “Great Place to Work” scheme ensures we remain focused on the business benefits of high employee engagement, resulting in our business being an employer of choice for both existing and new colleagues. Our commitment to reducing the gender pay gap is reinforced through this commitment and by continuous improvement of our work practices and policies by listening to the voice of our colleagues.

I confirm that this statement is true to the best of my knowledge and belief.

Signed:

Paul Edwards, Director of Customer Services