

## N&C Building Products Limited

### Gender Pay Gap Reporting –

#### Our commitment to equality

At N&C Building Products Limited we take pride in having a workplace which aims to ensure our people are respected and valued, whoever they are and rewarded fairly based on their skills, ability and the requirements of their role.

We operate in the construction sector which employs many more men than women. As a consequence some of the benefits of a diverse work force have not been fully realised. We are determined as a company to continue to encourage women to develop their careers here at N&C Building Products Limited and to move into more senior roles. We are working hard to improve the gender balance. However the balance can be impacted when one of our senior staff leaves. Notwithstanding this we are committed to improve the gender balance in the Company.

#### Identifying a gap

National statistics show that generally men are paid more than women. Companies with more than 250 employees have been asked by the Government to publish the pay difference experienced by men and women (it's referred to as the 'pay gap'). How that pay gap is calculated is set out by the Government who wanted every private business to measure pay on 5 April each year. This started in 2017 and this is the sixth year of reporting (due to the suspension of the 2019/20 reporting year as a result of COVID-19). The statistics below reflect our pay gap at 5 April 2021 and 2023.

#### The Gender Pay Gap

Our average pay gap for 2023 is 15.93%. This has increased from 13.38% in 2022 and reflects the decrease of females in the upper quartile pay category within the company.

#### Mean and median pay and bonus gap

YEAR	MEAN		MEDIAN	
	2022	2023	2022	2023
Gender Pay Gap	13.38%	15.93%	6.28%	7.61%
Gender Bonus Gap	71.30%	64.46%	45.81%	46.43%

The average gender bonus gap has decreased by over 6% since the prior year predominantly as a result of an increase in females who are in a position to earn commissions. The median bonus gap, however, has actually increased due to some very strong performances of male members of the sales team in the year.

The proportion of men and women receiving a bonus in the twelve months before 5 April 2023:

Proportion of employees receiving a bonus			
MALE		FEMALE	
2022	2023	2022	2023
36.23%	45.71%	40.91%	36.96%

As mentioned, the bonus payments we make include commission for sales and is intended to reward past performance and incentivise our people for the future. No bonus payment will be made to an employee who is serving notice at the time of payment. The proportion of females to receive a bonus

this year has decreased with a smaller proportion of women receiving a bonus, but the amounts received will always differ depending on performance achieved.

Proportion of employees in each quartile pay band				
PAY QUARTILE	MALE		FEMALE	
	2022	2023	2022	2023
Upper	89.29%	92.98%	10.71%	7.02%
Upper Middle	87.50%	80.70%	12.50%	19.30%
Lower Middle	76.79%	84.21%	23.21%	15.79%
Lower	76.79%	70.18%	23.21%	29.82%

There has been a slight increase in the males employed in the upper quartile but a significant drop in the upper middle quartile since last year along with a decrease to the number of females employed in the lower middle quartile. The proportion of men employed within the company is still significantly higher than the number of women due to the industry in which we operate and it's important to recognise that these results don't mean we pay employees differently for doing the same job. It is our continued aim to develop all of our staff.

We do have several women in middle management roles and they make a significant contribution to the success of our company. Whilst our requirement is to recruit the best available talent for the company, we will aim to bring women into more senior roles in the future, where possible.

We aim to achieve this and to continue reducing the gap by encouraging more flexible working practices and supporting families with small children. This was improved further after the increase in remote and flexible working during the pandemic. We are training to ensure that we have a sufficient pipeline of female staff ready to move into our senior management team when positions come available and we are looking at a range of initiatives to help us meet and address diversity imbalances as part of our inclusion strategy.

In accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, I confirm that the information contained within this statement is accurate.



Mrs M L Smith

Finance Director

28 March 2024