



NG Bailey

NG Bailey Group

Gender Pay Report 2018

Welcome

Last year we reported our gender pay figures for the first time. In that report we highlighted the challenges we face as an employer working in industries which have long standing and significant under-representation of women and minority groups within its ranks.

As a result, our gender pays figures reflected a business with a predominantly male workforce who in some cases almost exclusively occupy the most senior jobs in the organisation.

Although we go to great lengths to encourage women and minority groups to pursue their careers within our sector, as we reported last year, we know the progress will be slow and it will take time before we see these initiatives impact on our gender pay figures as the trainees and apprentices we recruit today develop into the senior leaders of tomorrow.

Notwithstanding, we are committed to make this happen. A clear demonstration of this was the appointment of a second female non-executive director in July 2018 when Claire East joined the Board, along with Jane Moriarty, who was appointed in January 2018. The NG Bailey Group now has, for the first time in its almost 100-year history, two female directors sat on the Group board. This year we also welcomed Clare Salmon to the role of Company Secretary, a key senior role supporting the Board.

In making these senior appointments, NG Bailey sends the message that it is open to and supports diversity across the organisation, a theme that is central to our ongoing Fairness Inclusion and Respect programme. I am delighted that our continued

work in this area has again been recognised by the National Centre for Diversity from whom we accepted the award for Engineering Company of the Year at their annual awards in January 2019.

In line with the commitments made last year we have now introduced our new employee communication portal, MyNGBailey, along with a suite of updated and revised people policies and new family friendly provisions which are open to the NG Bailey Group.

2018 saw other changes to our business with the acquisition of Freedom and the creation of our Services division which followed. Whilst we are delighted with the acquisition and the benefits it brings to both businesses, the services, utilities and infrastructure sectors in which Freedom operate have similar long-standing challenges in the recruitment of women and minority groups. This will be the first year that we have published Freedom's gender pay report along with our own and as we progress through 2019 we will continue to roll out the Fairness Inclusion and Respect programme and MyNGBailey into this new part of our business.

We continue to recognise that closing the gender pay gap within our industries and our business will take time. We remain committed to the principles of Fairness Inclusion and Respect and understand the benefits these will bring to our people, our customers and our business.



DAVID HURCOMB
Chief Executive

Background

From 2017 onwards, 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

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**

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 2018.

Gender Pay v Equal Pay 2018



Gender Pay is the difference in average earnings between men and women over a standard time period.



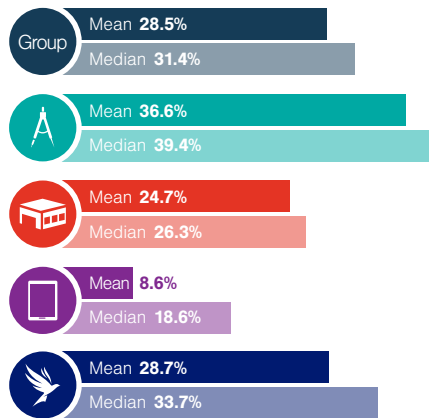
Equal Pay is about ensuring men and women are paid the same for doing the same job.

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

Gender pay report

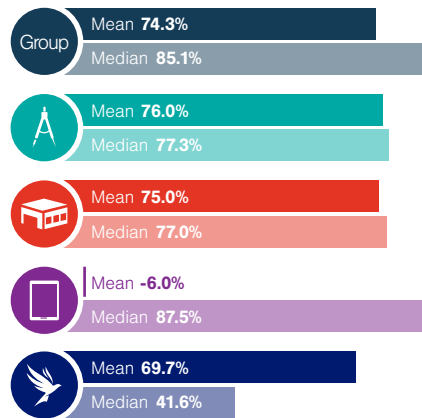
Gender pay gap

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

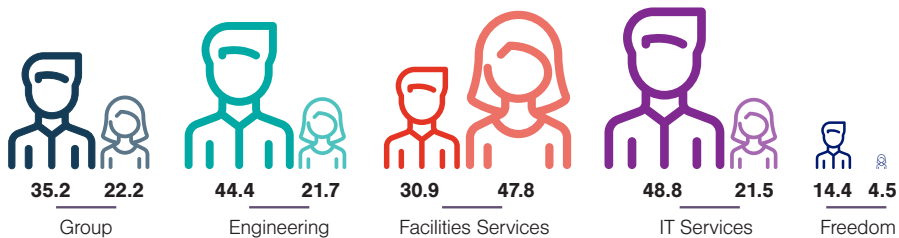


Bonus gender pay gap

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 (%)



PASSION | INTEGRITY | EXCELLENCE

www.ngbailey.com

