BREEDON

MAKING A MATERIAL DIFFERENCE

Breedon Gender pay gap 2024

At Breedon, we are committed to fostering a diverse and inclusive workforce where every individual is respected and valued. We aim to reflect the local communities we serve, ensuring all colleagues – regardless of their gender, age, race, religion and belief, disability, sexuality or social background – feel welcomed and valued.

Our annual gender pay gap report serves as a measure of our progress in building a more equitable business. We are pleased to report a positive improvement in both our pay and bonus gaps since we began reporting.

Understanding the Gender Pay Gap

The gender pay gap represents the difference in average hourly earnings between men and women, expressed as both mean (average) and median (middle value) figures.

Snapshot Date: March 2024

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-1.9%	**-1.7%**
A slight increase of 0.3% from the previous year	An improvement of 2.6% from the prior year

For every £1 we pay a male, we pay a female £1.02 at both the mean and median. These figures indicate our ongoing progress in improving gender balance within Breedon, particularly in an industry that remains predominantly male.

The median bonus payment for 2024 is not directly comparable to that of the previous year. In 2023 we provided a cost-of-living bonus for all colleagues across the Group, while the 2024 median reflects bonus payments specifically for those participating in the management bonus scheme.

There are more men than women at senior levels and this becomes more apparent at the most senior positions, within the business. In comparison with 15.5% last year, we have increased the upper pay quartile (highest band paid) of women in senior roles to 16.2%.

We acknowledge our shared responsibility to promote construction as a rewarding career path for all. This report details our gender pay differences and outlines the proactive steps we are taking to cultivate an inclusive workplace at Breedon.

We have a positive approach to flexible working, supporting colleagues where possible and encouraging colleagues to adopt a healthy home and work-life balance.

Our focus for the year ahead...

We remain committed to our 2025 plans and recognise the challenges in attracting women to the construction industry. To address this, we have launched several internal initiatives, including celebrating International Women's Day, hosting Inclusion and Respect week, and implementing a wellbeing calendar that focuses on topics that benefit both men and women in the workplace.

We have established an Employee Resource Group (ERG) that includes representatives from across the Group, focusing on mental health and wellbeing. Additionally, we have formed a new working group dedicated to Personal Protective Equipment (PPE), that takes into account diverse life stages, disabilities and gender considerations.

We are committed to fostering relationships with the educational sector and local communities to showcase our industry as a compelling career choice.

I can confirm that the data contained within this document is accurate and in accordance with government gender pay gap reporting.

Caroline Roberts
Group People Director
Breedon Group plc

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Breedon Gender pay gap continued

Our statistics

HOURLY PAY

MEAN **-1.9%**

MEDIAN **-1.7%**

The difference between women's average hourly pay compared to men

BONUS PAYMENTS

22.9% **23.4%**

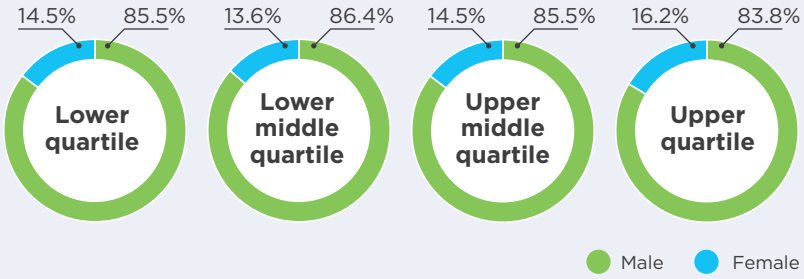
Men and women getting a bonus

MEAN **8.6%**

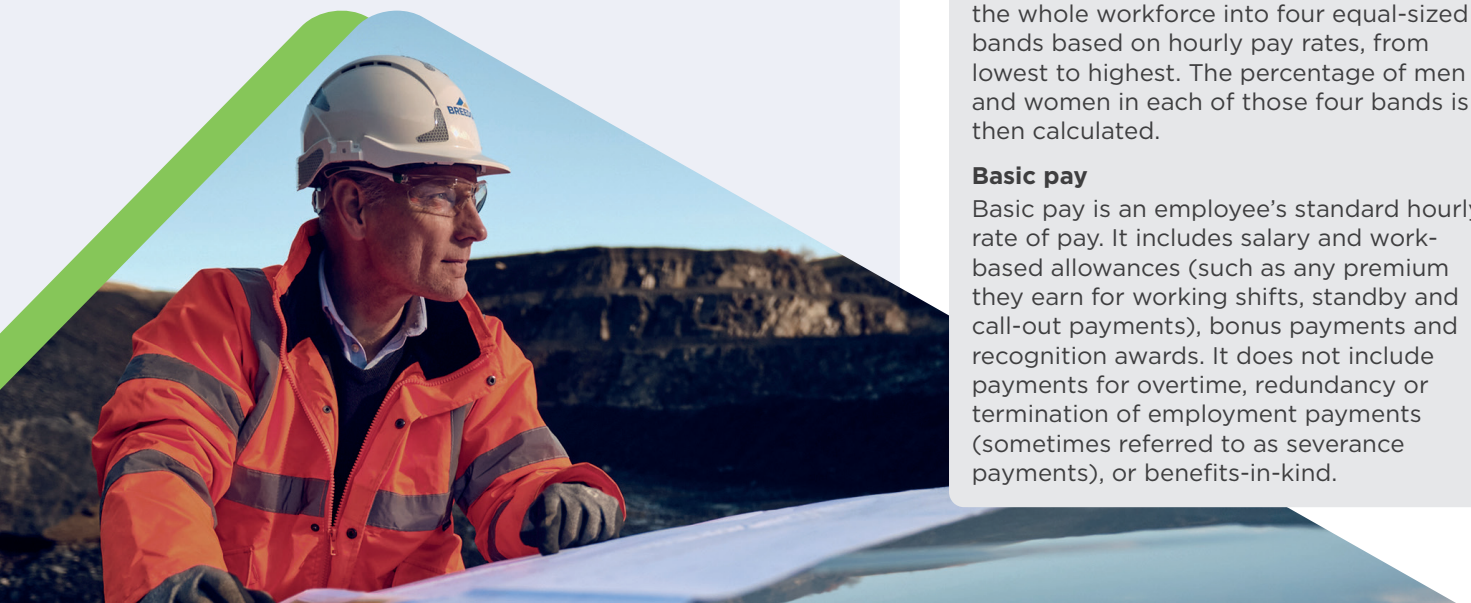
MEDIAN **-66.3%**

The difference between women's average bonus pay compared to men

Pay quartiles



Quartiles are calculated by splitting an entire workforce into four equal bands based on hourly pay, from the highest (upper) to the lowest (lower). We show the percentage of men and women sitting in each band.



Gender pay gap explained

Gender pay gap
The difference between the mean or the median hourly rates of pay for men and for women. This figure is expressed as a percentage of the pay for men.

Gender bonus gap
The difference between the mean or the median values of bonus pay for men and for women over the 12 months. This is expressed as a percentage of the bonus paid to men.

Proportion of employees who receive a bonus
The percentage of men and women who received a bonus during the 12 months.

Median
The median is a comparison of the 'middle' hourly pay rate or bonus payment for a woman (if all hourly pay amounts were sorted from low to high) and the 'middle' hourly pay rate or bonus payment for a man (if they were sorted in the same way). The median pay gap is less affected by 'outlier' hourly pay rates (that is, very high or very low pay rates) than the mean pay gap.

Mean
The mean is a comparison of the average hourly pay rate or bonus payment for a woman and the average hourly pay rate or bonus payment for a man.

Pay quartiles
Pay quartiles are worked out by splitting the whole workforce into four equal-sized bands based on hourly pay rates, from lowest to highest. The percentage of men and women in each of those four bands is then calculated.

Basic pay
Basic pay is an employee's standard hourly rate of pay. It includes salary and work-based allowances (such as any premium they earn for working shifts, standby and call-out payments), bonus payments and recognition awards. It does not include payments for overtime, redundancy or termination of employment payments (sometimes referred to as severance payments), or benefits-in-kind.