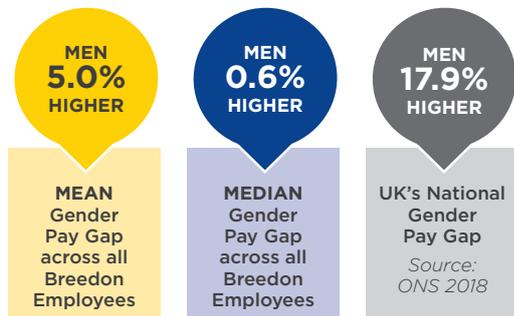


Following our 2017 Gender Pay Report, we continue to be committed to transparency on gender pay and to creating a fair, diverse and inclusive place for people to work. All colleagues continue to be offered a fair benefits and compensation package relative to their role and level in the organisation.

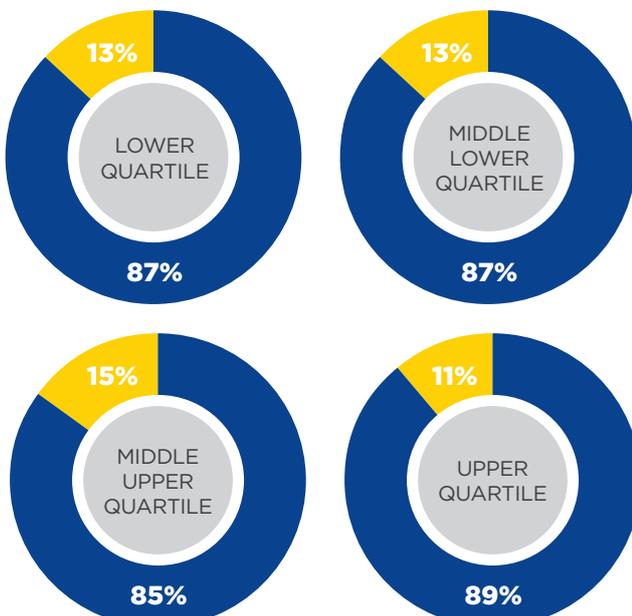
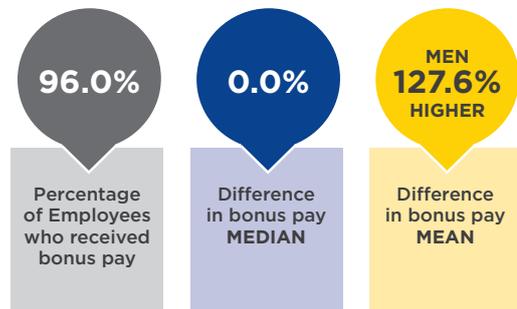
PAY DIFFERENCES BETWEEN WOMEN AND MEN

- The mean average hourly pay of men at Breedon in 2018 was 5.0% higher than that of women, compared to 2.3% in the prior year.
- As reported in 2017, this reflects the fact that generally the Group has more men in senior, higher-paid roles, or in roles which benefit from shift allowances and other allowances for on-site working - in line with industry norms.
- Our median pay was broadly aligned, with men receiving 0.6% more than women, contrasted with 2017 when men received 5.1% less.
- Our record compares well with the UK's National Gender Pay Gap, which shows men receiving on average 17.9% higher pay (*source: ONS 2018*).



PROPORTION OF COLLEAGUES AWARDED A BONUS

- The Group elected to change the timing of non-contractual bonus payments from December to March, with a requirement for employees to be employed at a set date to be eligible for payment. This resulted in 96.0% of all employees receiving a bonus, compared with 100% in 2017. 95.7% of females received a bonus, compared to 96.1% of men.
- Median bonus pay remained the same, regardless of gender.
- The mean payment rose slightly, with men receiving a 127.6% higher bonus, compared to 124.5% in 2017. This is due to a reduction in the standard ex gratia bonus amount awarded compared to 2017, which resulted in a larger disparity due to more senior positions (where more men tend to be in post) continuing to generate higher performance related bonuses.



PAY QUANTILES ACROSS ALL EMPLOYEES

The Group's overall headcount reduced in 2018 due to improved business synergies, with a number of functional roles (in which proportionately more women tend to be employed) being centralised.

Each quartile contained approximately 537 employees compared to 560 last year.

The Group remains committed to increasing the number of women in the business, both by encouraging them into senior management roles and by attracting them into our apprenticeship and graduate schemes.

- WOMEN
- MEN

I confirm that the data reported is accurate.



PAT WARD
GROUP CHIEF EXECUTIVE
BREEDON GROUP PLC