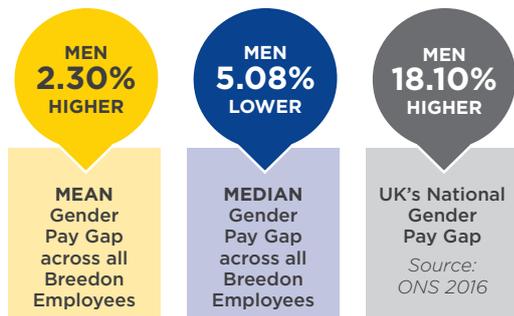


We welcome the UK Government's requirement for transparency on gender pay and are committed to creating a fair, diverse and inclusive place for people to work. We offer a fair benefits and compensation package, which is available to all colleagues relative to their role and level in the organisation.

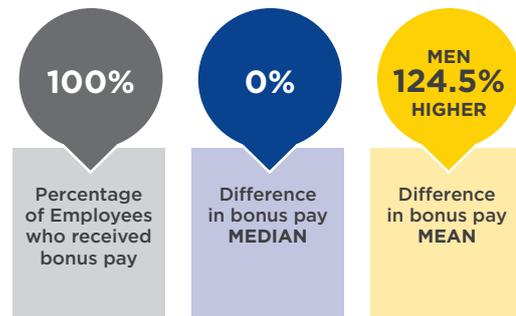
## PAY DIFFERENCES BETWEEN WOMEN AND MEN

- The mean average hourly pay of men at Breedon is 2.3% higher than that of women. This reflects the fact that we generally have more men in senior, higher-paid roles or in roles which benefit from shift allowances and other allowances for on-site working.
- The median pay of men at Breedon is 5.08% lower than that of women.



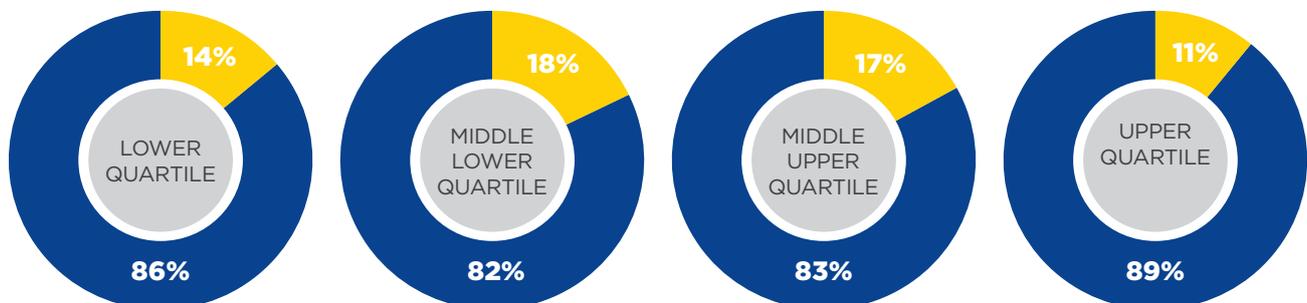
## PROPORTION OF COLLEAGUES AWARDED A BONUS

- All Breedon employees received a bonus in the 12 months to 5 April 2017. The median bonus value awarded across the Group was the same, regardless of gender.
- The mean bonus received by men was significantly higher than that of females, due to there being more men in senior positions where our incentive scheme generates higher bonuses. We are taking steps to encourage more women into senior management roles to address this disparity.



● WOMEN  
● MEN

## PAY QUANTILES ACROSS ALL EMPLOYEES



The above charts show the gender distribution across Breedon in four equally-sized, hourly-paid quartiles, each containing approximately 560 employees.

They indicate that women are relatively well represented in the

middle-upper and middle-lower quartiles and less well represented in more junior roles and in the most senior management positions. We are taking steps to increase the number of women in our business and this will help us move towards a more even distribution.

I confirm that the data reported is accurate.



**PAT WARD**  
GROUP CHIEF EXECUTIVE  
BREEDON GROUP PLC