

Gender Pay Gap Report 2018



Gender Pay reporting legislation requires employers with 250 or more employees to publish data each year showing the pay gap between male and female employees. The legislation came into effect from 05 April 2017.

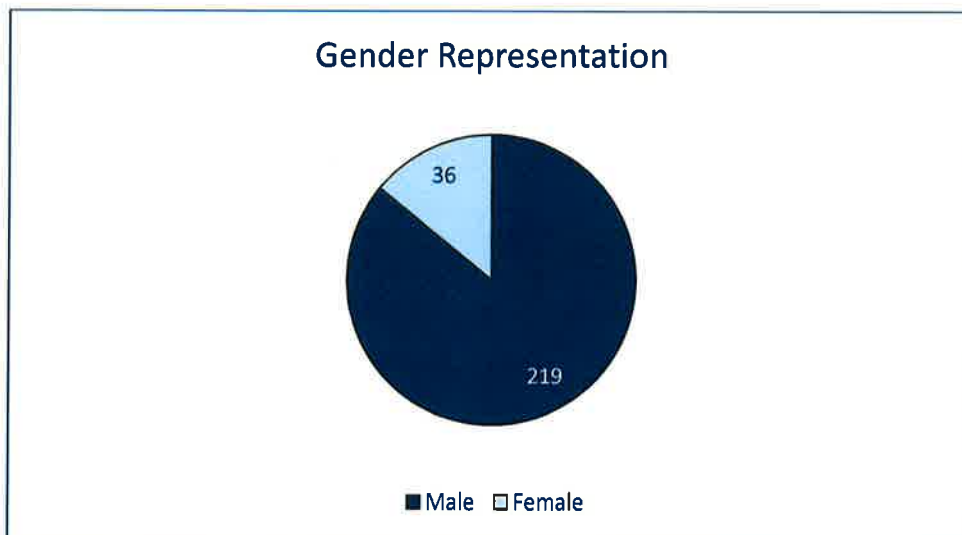
The gender pay gap is the difference in the average earnings between men and women, regardless of the roles they fulfil. It differs from equal pay which relates to pay differences between people carrying out the same role or comparable roles. Byrne Bros (Formwork) Ltd is confident that it pays broadly equally for work of equal value.

Gender Pay Gap figures

The company has reported a mean gender pay gap of 25% and a median gender pay gap of 10%. In what was a typical year in terms of bonus distribution, Byrne Bros (Formwork) Ltd's mean gender bonus gap was 74% and the median gender bonus gap was 21%.

The gender pay gap is set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the data below has been calculated using the standard methodologies at the snapshot date of 5 April 2018. The gender pay gap is the difference between the average pay received by male and female employees. Two measures are reported – the mean and the median gender pay gap. The median pay gap eliminates the influence of any particular high or low pay.

On 5 April 2018 the company comprised 255 employees, 14% of whom were female.



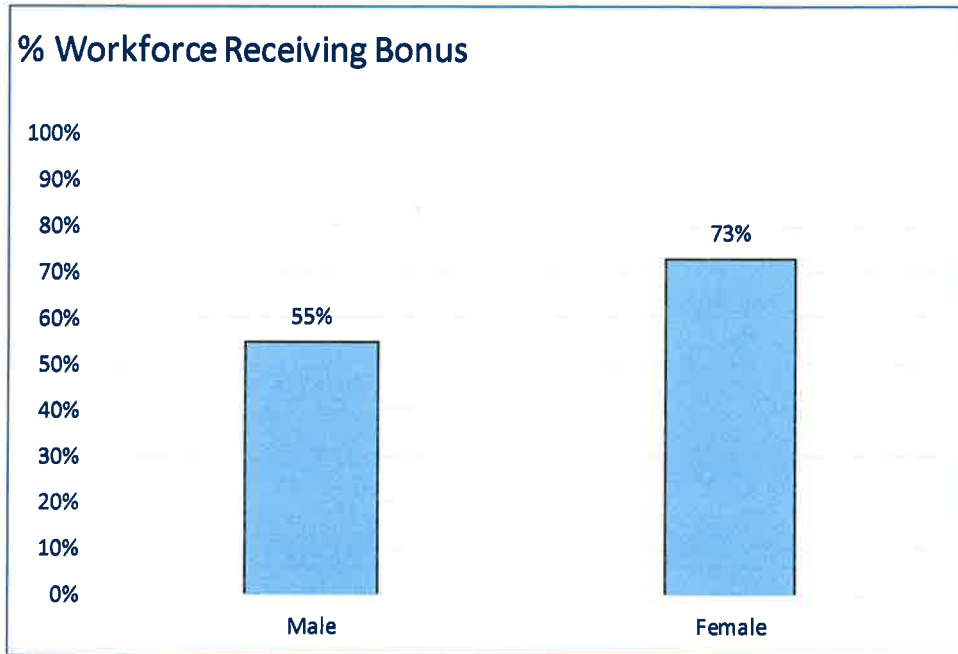
The table below shows the mean and median gender pay gap and mean and median bonus pay gap.

Byrne Bros (Formwork) Ltd	2017 (%)	2018 (%)
Mean Pay Gap	17%	25%
Median Pay Gap	1%	10%
Mean Bonus Gap	71%	74%
Median Bonus Gap	0%	21%

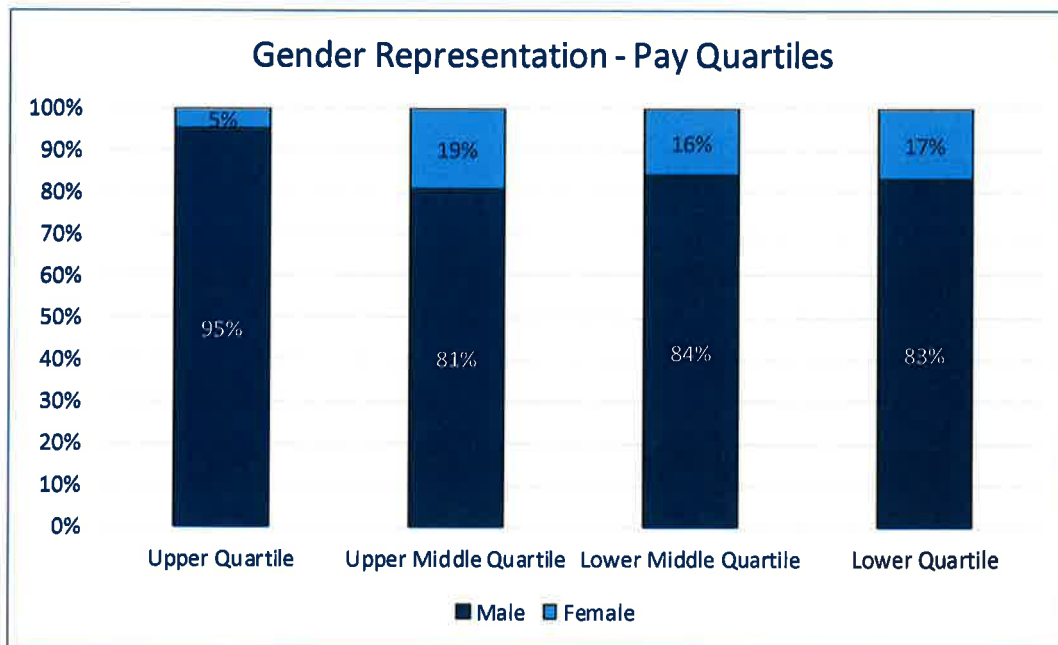
The original submission for the GPG Reporting 2017 included bonus payments in the year to 05 April 2017. The figures reported for 2017 have now been updated. The 2018 GPG reporting statistics have been calculated on the same basis.

The median (midpoint) bonus gap was 21%.

The table below shows the proportion of men and women who received a bonus in the year up to and including the snapshot date of 5 April 2018.



The table below shows the gender distribution across four equally sized pay quartiles.



Why we have a gender pay gap

The main reason for the gender pay gap is as a result of the under-representation of women in our overall workforce (14%), as well as in senior positions, characteristics that are typical of the construction and engineering industry as a whole and are not unique to Byrne Bros (Formwork) Ltd.


How we are addressing the pay gap

In 2017 female employees represented 11% of our employed workforce and in 2018 this has risen to 14%. It is important to note, however, that the total workforce has reduced by approximately 45%, with a 30% reduction in the female employed population.

We continue to work on initiatives to attract females to the industry and the Company, including our ongoing membership with WISE, and we are expanding our reach across schools and colleges and increasing the number of STEM Ambassadors within the organisation.

Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'Paul Salmon', followed by a long horizontal line extending to the right.

Paul Salmon
Managing Director

01 April 2019