



April 2024

Gender Pay Gap Report



Mean Hourly rate of pay

- Internal staff Males earn an average **14.9%** per hour more than females | *33% in 2022*
- Operatives Males earn an average **18.6%** per hour more than females | *4% in 2022*

Median Hourly rate of pay

- Internal staff Males earn an average **17.7%** per hour more than females | *31% in 2022*
- Operatives Males earn an average **48.6%** per hour more than females | *2% in 2022*

Mean Bonus Pay

Males earn an average **16.7%** more than females | *39.7% in 2022*

Median Bonus Pay

Males earn an average **67.8%** more than females | *47.3% in 2022*

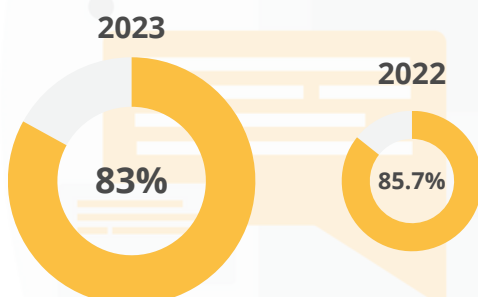
Both our Median and Mean Bonus Pay rates are skewed towards the males. This is down to a number of factors:

The credit controllers, a team predominantly made up of females, now earn commission on cash collection targets. This scheme is set at a different level to that of the sales consultants, so has skewed the mean and median rates for females.

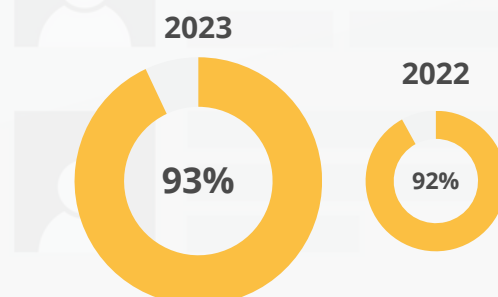
Furthermore, the directors have been keen to ensure all staff receive recognition for their hard work. A Support Staff Recognition Award was brought in to recognise the efforts of support staff (again, predominantly female) and this has skewed the figures further.

Whilst these initiatives have skewed the pay gap, they demonstrate that Caval wishes to recognise and reward all its staff, not just the sales staff.

Percentage of males who received a bonus



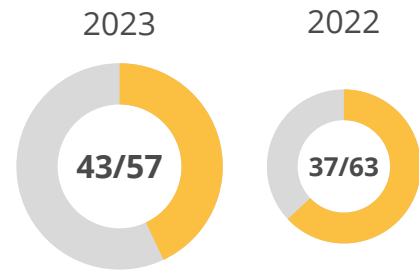
Percentage of females who received a bonus



Internal Staff

Within the relevant internal staff, we have an overall 57%/43% split of female to male staff.

● Male ● Female



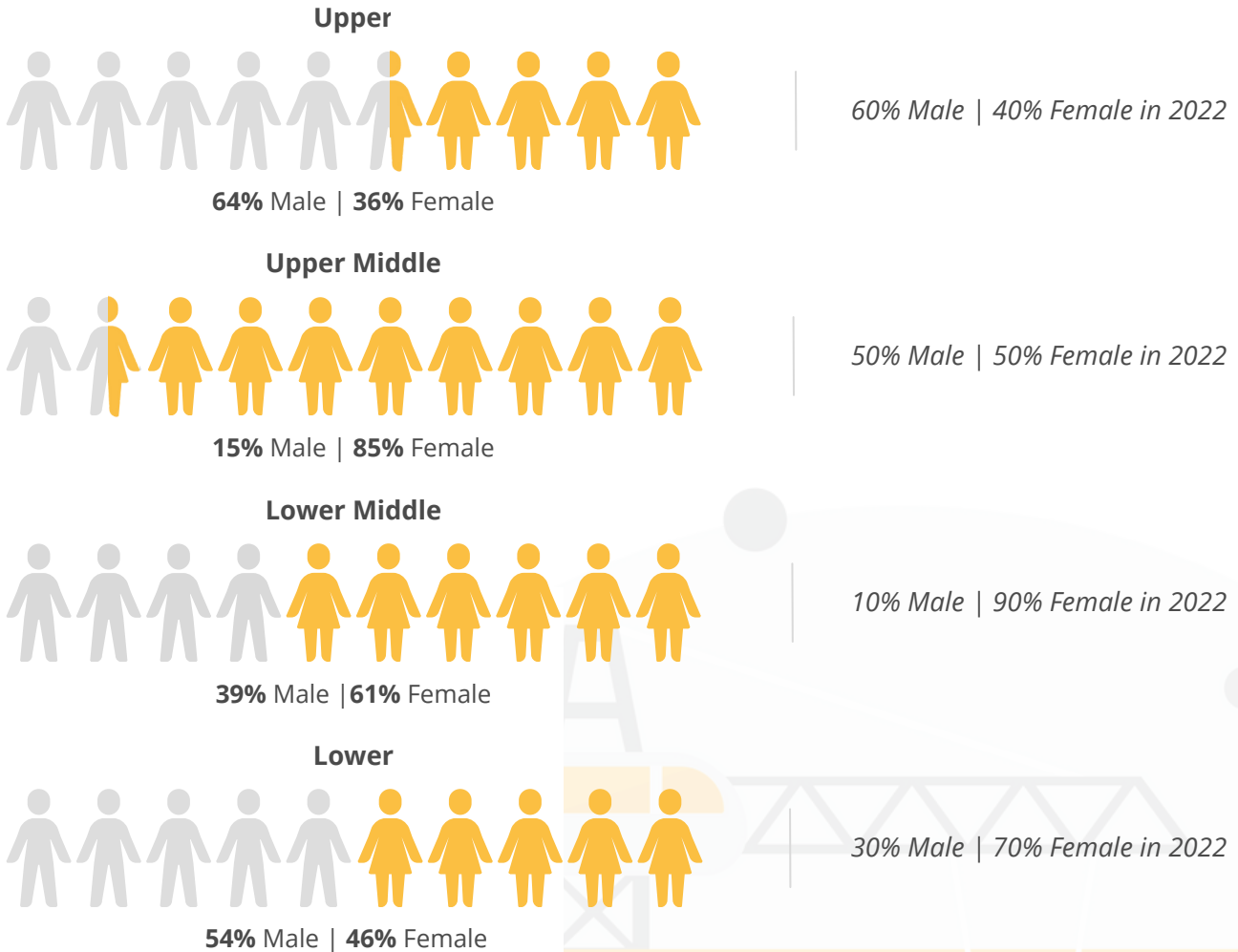
We are pleased to announce that we continue to employ more females at Caval. The females work across all departments, including sales, payroll, finance and administration. Our Sales Leader-board currently has 2 females in the top 4 and 4 in the top 8.

Our Associate Director team consists of 40% female and 60% male (2022 40% female and 60% male).

Our gender pay gap is skewed towards males, as women tend to hold fewer senior positions within the business than men. Whilst we have more females working for us and we have some very successful female sales consultants and associate directors, our support teams are predominantly made up of females, earning less per hourly rate and lower commission and bonuses. As noted above, however, we feel that our steps to reward and incentivise our support staff demonstrates our commitment to all our staff, regardless of their gender or role. Development at Caval is based on ability and opportunities are open to everyone.

Internal Staff

Proportion of men and women in each quartile



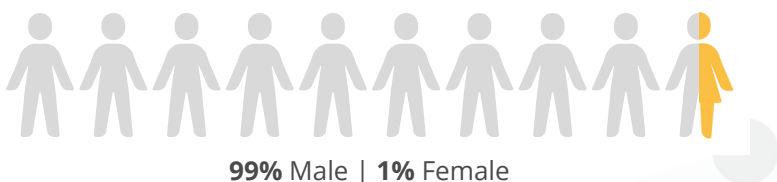
We are pleased to see improvements in our lower, lower middle and upper middle quartiles, showing a shift upwards for a significant number of females. Our Upper quartile has shifted slightly towards males, but the other quartiles are encouraging.

Operatives

As a supplier of labour to the construction industry, our agency worker headcount is male dominated. Research shows that only 15% of the construction workforce is female. Caval's operative split has decreased from 5.3% in 2022 to 3.9% in 2023. We also have a lower proportion of females in the upper quartiles compared to 2022. We are very disappointed in these movements. We are committed to placing strong candidates, regardless of their gender and would always consider females for placements. We are pleased to say there are numerous industry initiatives to bring more women into the construction industry and we welcome these initiatives. We are a Silver member of Women Into Construction, we are pleased to support the work that this association does to attract and develop women within the construction sector.

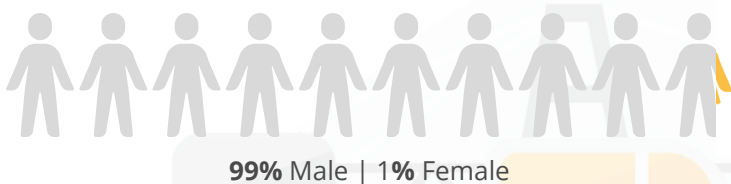
Proportion of men and women in each quartile

Upper



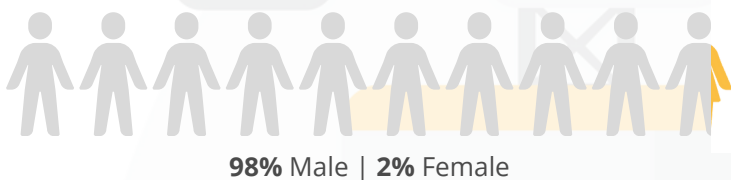
95% Male / 5% Female in 2022

Upper Middle



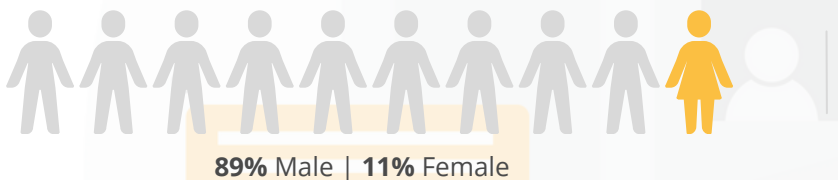
98% Male | 2% Female in 2022

Lower Middle



98% Male | 2% Female in 2022

Lower



88% Male | 12% Female in 2022

In Summary

We recognise our gender pay gap and, working in the extremely male dominated industry of construction, take our responsibilities very seriously. We have set up the Women Inclusion Network (WIN), an internal working party, to drive forward the inclusion of women within our business and within construction generally. We have also recently launched a series on social media, highlighting and promoting women working in the construction industry. We are keen to demonstrate that we recognise and support women all year round, not just on International Women's Day.

Not only do we focus on gender inclusion, we also continually seek to promote diversity across the business and plan have rolled out training on Equality, Diversity and Inclusion for all staff. We now have fully trained Fairness, Inclusion and Respect Ambassadors, along with Mental Health First Aiders across the business.

Over 25% of our internal staff are working parents. We provide a flexible package, including flexible hours, hybrid working and improved maternity and paternity packages. We run a very successful apprenticeship programme, we currently employ six apprentices going through their training across finance, business administration, sales support and digital marketing. Seven colleagues, who have previously gone through the apprenticeship programme with us, have continued their career with Caval.

We continue to develop our equality, inclusivity and diversity, both within Caval and within the industry, but recognise there is still a long way to go.

Jane Wardell
Associate Finance Director
31st March 2024



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