

GENDER PAY GAP REPORT 2020 - Keller Limited

Reporting Requirements

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The UK Government GPG regulations have four key requirements:

1. Reporting the differences in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates;
2. Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates;
3. Reporting the differences in mean and median bonus pay between men and women; and
4. Reporting the proportion of men and women receiving bonus pay in a year.

The results detailed here are the results for Keller Limited.

Understanding the Gap and Actions

Keller Limited's gender pay gap is typical of our sector. As a geotechnical engineering business there are fewer women than men entering the company at graduate level and even less so working on our sites. In April 2020, women made up 10.55% of the Keller workforce but only 6.8% were in the top pay quartile. However, approximately 50% of our employees are site operatives working on construction sites, and in this segment, in particular, women are very poorly represented.

In general the construction sector suffers from female under-representation, but there are a number of actions that we are taking to attract and retain more women in the industry.

Women in Construction

Through one of our female engineer "champions", we subscribe to and engage with the not-for-profit organisation, Women in Construction. This helps raise awareness and shares best practice amongst the various businesses that contribute. Some of our female professionals act as advocates for the industry and give encouragement to younger women who may be considering a career in geotechnics.

Gender pay parity

Annually we check that women in similar roles to men are paid equally. The assessment is carried out by the Human Resources department and shared at board level.

Unconscious Bias

We regularly carry out a review of our recruitment process. In 2019 we successfully achieved our Investors in Diversity Accreditation. A part of this process required our employees to

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participate in a survey, one to one meetings with assessors, a review of our procurement and tendering processes in order to understand how we incorporate Equality, Diversity and Inclusion (EDI), review of our policies and procedures, completion of Code of Conduct training and EDI toolbox talk for all employees and induction process review. Further diversity and unconscious bias training for our employees is a consideration for 2020. With the support of National Centre for Diversity (NCfD) are working towards Leaders in Diversity status.

Employer Attractiveness

We continue to work with several universities, particularly those offering an MSc in geotechnical engineering and Degree Apprenticeships in Civil Engineering to attract young professionals into the sector. As the demographic changes this provides the opportunity for the business to attract more female engineers.

In summary, Keller seeks to attract more women and understands that by not doing so it deprives itself from an obvious pool of talent. We will continue to work to ensure that the company is attractive to all. Gender pay equality is one of our business values as well as a regulatory imperative.

At a Glance

Mean Gender Pay Gap	17.7%
Median Gender Pay Gap	17.6%
Mean Bonus Gender Pay Gap	50.8%
Median Bonus Gender Pay Gap	47.8%

The proportion of males / females in each quartile pay band is as follows:

Pay Quartile	Female	Male
Upper	6.8%	93.2%
Upper Middle	6.9%	93.1%
Lower Middle	12.1%	87.9%
Lower	8.6%	91.4%

Proportion of employees receiving a bonus:



[Note: Site based personnel who are predominantly male receive a wage and a weekly bonus, whilst staff receive a salary and an annual bonus after a qualifying period.]

