

Our gender pay report 2021.

Our commitment.

“We are committed to creating an inclusive environment where everyone can achieve their potential. Inclusion and diversity are vital to our business as they enhance connection, innovation, engagement and motivation. We welcome the gender pay gap reporting initiative and are committed to improving opportunities for all.”



JUSTIN SPENCER
Managing Director

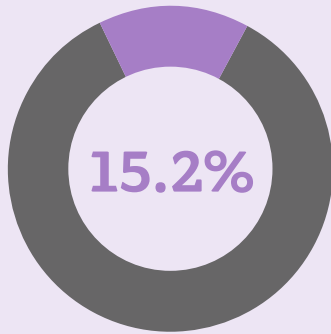
A handwritten signature in blue ink, appearing to read 'Justin Spencer', with a horizontal line underneath.

I, Justin Spencer, Managing Director, confirm that the information in this report is accurate.

What is the gender pay report?

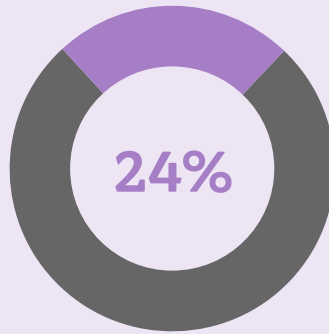
It is important to distinguish between gender pay and equal pay. Equal pay is legally required and makes sure that both genders receive the same pay for doing the same (or equivalent) job. Gender pay, however, is the difference and comparison of the average hourly pay of men and the average hourly pay of women irrespective of the job they do, expressed as a percentage.

Our industry at a glance.



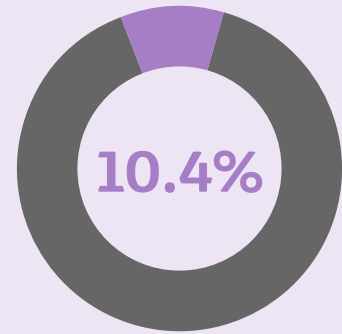
The proportion of young female undergraduates studying engineering in the UK is 15.2%. This is an increase of just 1.2% since 2012.

2012 (14%) – 2019 (15.2%)
Source: Talent 2030 Dashboard, October 2019 www.ncub.co.uk



Women holding management positions in the science, engineering and technology industry is at 24%.

Source: WISE Campaign www.wisecampaign.org.uk



Women account for just over 10% of engineering professionals. In the last year, this number has continued to increase – now 53,325 women work in engineering, a growth of around 3,000 on 2019.

Source: Talent 2030 Dashboard, October 2019 www.ncub.co.uk

At Hoare Lea.

26%

of our employees are female
2021

19%

of those in engineering roles are female
2021

The construction industry is historically male dominated. Our position is a reflection of this and our disproportions are acknowledged. While our proportion of female employees is lower than the general workforce UK average, our proportion of female engineers is higher than that of female engineering professionals in the UK. We understand the mix of factors that are causing both our and the industry's lack of greater gender diversity.

Our DE&I strategy.

In previous reports we have shared our commitment to creating an inclusive environment where all employees feel valued and supported. This year, we worked closely with our people to develop a diversity, equality and inclusivity (DE&I) strategy which underpins these pledges.

This strategy has been designed around the results of our first diversity and inclusion survey. In this, we asked our people to share their personal experiences of inclusivity to help us better understand the make-up of our firm. With the feedback received, we have developed a number of initiatives which will help support our overall plans for greater diversity.

OUR STRATEGIC AIMS

- Create a safe and supportive working environment.
- Value everyone as an individual and give people a meaningful voice on matters that affect them.
- Improve diversity at all levels but particularly in our senior positions.
- Provide equal opportunity to develop skills and talent.

NETWORK GROUPS

One of the first initiatives in our DE&I strategy was to create several employee-led network groups which provide an opportunity for people to share experiences, provide support and advise the firm on specific actions and activities. Our newly developed gender balance group aims to champion gender equality and inclusivity at Hoare Lea, providing opportunities to collaboratively discuss, share and feedback on experiences and provide group-based support. Other active networking groups include LGBTQ+, BAME, families, with more groups in the pipeline.

1. Our gender pay gap.

24.8%

OUR MEDIAN[†] GENDER PAY GAP

2017: 28.5%

↓ 3.7% reduction

18.3%

OUR MEAN* GENDER PAY GAP

2017: 22.4%

↓ 4.1% reduction

15.4%

THE UK MEDIAN[†] GENDER PAY GAP

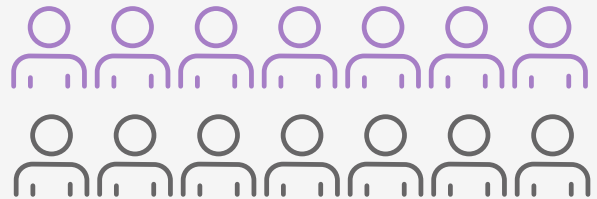
2017: 18.1%

↓ 2.5% reduction

† **MEDIAN:** This is the most widely used statistic and is seen as the 'typical' pay gap, as it is not affected by outliers at the top or bottom of the pay distribution. It is calculated by lining up male and female employees, in order of pay from highest to lowest. The median compares the female and the male in the middle of their lines.

* **MEAN:** In addition to the median, we're also required to publish our mean pay gap, which is the average of the whole sample. It can be affected by extreme values at either end of the pay distribution, and so can be an important measure of how women are at a disadvantage in the workplace.

LOWEST PAID MEDIAN HIGHEST PAID



Source:

www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021#the-gender-pay-gap

2. Our gender bonus gap.

We have a gender-neutral bonus system. Everyone eligible receives the same amount, the only variable is their level. Our bonus gap is due to a higher proportion of males in our senior positions.

38.2%

MEDIAN† BONUS PAY GAP
2017: 0%

52.9%

MEAN* BONUS PAY GAP
2017: -11.1%

100%

PERCENTAGE OF WOMEN
ELIGIBLE FOR A BONUS
2017: 1.6%

100%

PERCENTAGE OF MALES
ELIGIBLE FOR A BONUS
2017: 13.8%

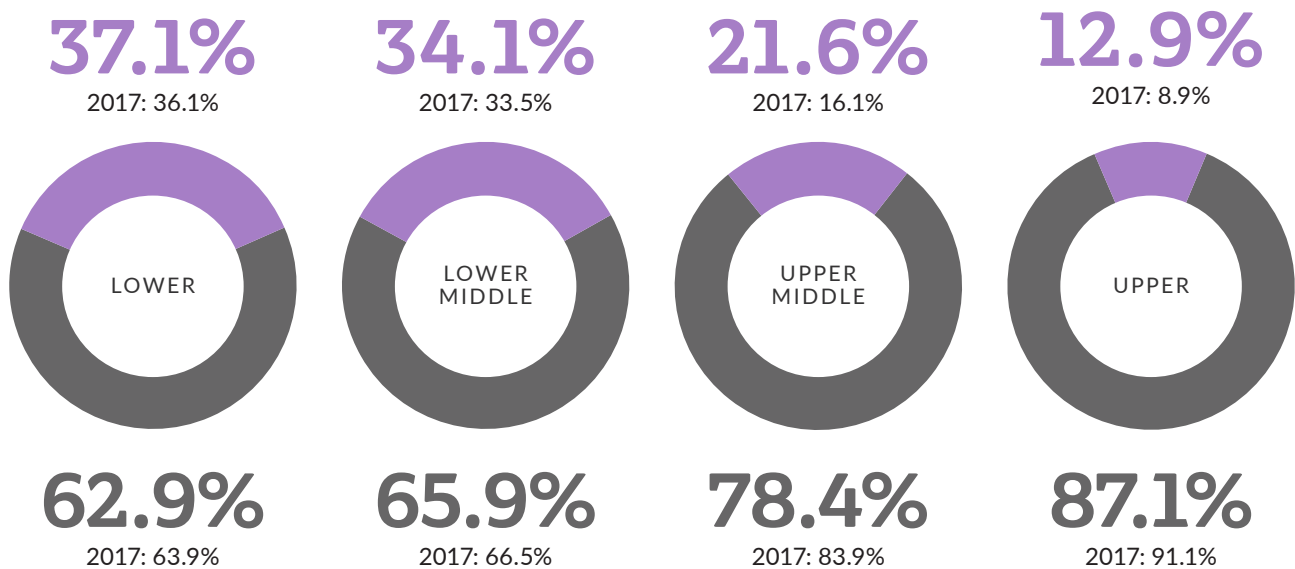
WHY THE CHANGE?

In recognition of the challenges faced during the pandemic, we awarded all employees a one off bonus which has impacted the eligibility data for this year.

The bonus awarded differed depending on level. We have more female representation in our lower levels which has caused the median and mean bonus pay gaps to vary more this year.

3. Our gender split, by pay quartile.

The biggest proportional increase of females has been in our upper pay quartiles and has been since 2017.



KEY

This looks at the ratio of men (grey) and women (purple) in each quartile if all our employees were ordered from highest to lowest paid and then split into four groups.

With us, it's personal.

Alongside the development of our diversity, equity, and inclusion strategy, we've introduced several initiatives that support our plans for greater diversity.

We've listened to what our people want and need. Our hybrid working policy gives our people a choice of where they work and our recent nine-day fortnight initiative allows flexibility around working hours too.

We're proud to offer benefits that help our people, providing the flexibility for them to work at their best.



ERICA COOMBS-PROLE
Director of People and Development