



Birtley Group

STRENGTH THROUGH QUALITY

Gender Pay Report

2021



Gender Pay Report 2021

Introduction

Birtley Group Ltd is a wholly owned subsidiary of Hill & Smith Holdings PLC, an international group creating sustainable infrastructure and safe transport solutions through innovation.

Hill and Smith Holdings PLC operations are organised into three main business segments:

Roads & Security: supplying products and services such as permanent and temporary road safety barriers, street lighting columns, Intelligent Traffic Solutions, variable road messaging solutions, bridge parapets, renewable energy lighting & power solutions, temporary car parks, high security fencing, and hostile vehicle mitigation.

Utilities: supplying products and services such as engineered composite solutions with low embedded energy, assemblies for the distribution of electricity, building products including fire doors, pipe supports for the water, power and liquid natural gas markets, industrial flooring, and seismic protection solutions.

Galvanizing Services: dramatically increasing the sustainability and maintenance-free life of steel products including structural steel work, lighting, bridges, agricultural and other products for the industrial and infrastructure markets.

Birtley Group are one of the businesses within the Utilities segment. Headquartered in Birtley, UK with manufacturing facilities in Birtley and Hartlepool, our businesses supply structural steel products, doors and plasterers' accessories into Construction and Housebuilding. We have revenue of £57 million.

Our People

We have c300 employees, 9% of whom are female. We are committed to diversity and fairness, including having in place the policies, practices, and behaviours that ensure equal opportunities in recruitment, learning and career development. We recognise that for our business to succeed we must source, support and develop both male and female employees through a range of attraction and development strategies that engage everyone in the success of the organisation.

The Gender Pay Gap

From April 2017 onwards, annual gender pay reporting has been mandatory for all UK entities employing over 250 employees, and over the last 5 years, we have reported our pay gap as required.

The Gender Pay Gap & Equal Pay

Birtley Group Ltd is committed to providing equal pay for work of equal value. Not only is this a legal requirement, it is the right thing to do, and our policy on equal opportunities and diversity requires it. It is important that our employees are treated fairly.

A gender pay gap does not mean that there are equal pay issues, our analysis indicates that differences stem from the distribution of women in the Group. We therefore continue to commit to embedding an inclusive culture which is based on a foundation of equity and fairness.

In the tables that follow, the data is shown for Birtley Group Ltd for the five reportable years.

Birtley Group Ltd

Year	Mean Hourly Pay	Median Hourly Pay	Mean Bonus Gap	Median Bonus Gap
2016/17	-7.1%	-38.6%	87.3%	90.7%
2017/18	2.5%	-28.0%	89%	90%
2018/19	13%	0.6%	80%	89.8%
2019/20	-1.7%	-27%	86.9%	88.9%
2020/21	3.2%	3.2%	n/a	n/a

In Birtley Group Ltd, for the relevant reporting period, we had no females in bonus eligible roles, therefore we are unable to comment on the bonus gap. However, we will continue to review our approach to variable pay. The pay gaps reported show much volatility and change over the past 5 reporting dates, however, overall, the business has made significant advances with focusing on diversity topics, opening more opportunities to part-time working, and seeing recent success in appointing more females in senior roles.

Across Birtley Group, we recognise that we employ materially more men than women overall (91%/9%) and that we employ more men than women at all levels in our organisation. Our goal continues to be to achieve a better gender balance at all levels in the organisation and we will continue to:

- Evaluate our pay structures within the group, including the implementation of a new remuneration policy.
- Review family friendly policies to ensure fair and attractive practices.
- Continue to monitor that there is equality in relation to recruitment and promotional moves, by ensuring transparency of opportunity and manager training.
- Drive initiatives that will enable us to create a more diverse and inclusive workplace.

Jason Anderson



Managing Director
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