

Gender Pay Gap Report

April 2021







Marlborough Highways Gender Pay Gap Report 2020/21

- At Marlborough Highways our business has been built around the needs of our clients and we offer a complete full-service solution for surfacing, highway maintenance, road marking, traffic management, street lighting and infrastructure projects. Our work is mainly based in London, Essex, Cambridgeshire and the South East.
- Whilst some of these projects tend to attract male applicants, due to the nature of the work involved, we are committed to bucking the trend and actively encourage applications from female candidates.
- We continue to work hard to address the balance and are proud that we have increased the number of females on our senior leadership team:
 - ✓ HR Director – Kate Chambers
 - ✓ Head of Marking and Communications - Joanna Marshall
 - ✓ Financial Controller – Evelina Sealy
- Our data snapshot is as of the 5th April 2021 and for the 12 months proceeding this date

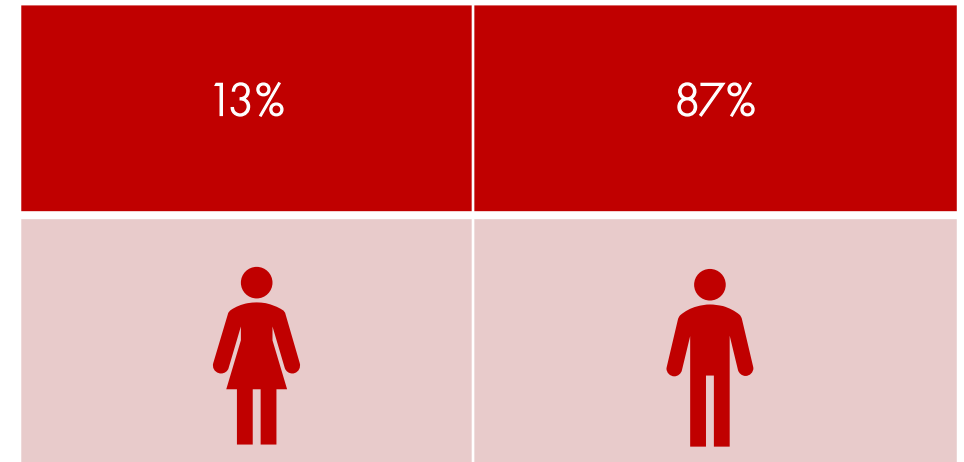
Marlborough Highways Gender Pay Gap Report 2020/21

Our Results

Our Employees

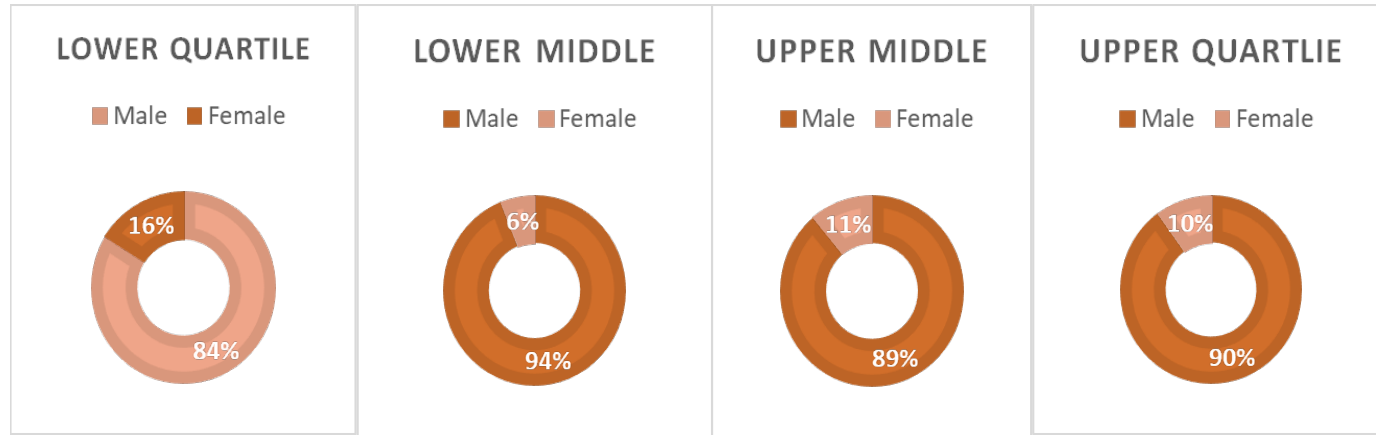
Across Marlborough Highways		Across Construction Industry	
			
14%	86%	14%	86%

Bonus Payment Received



Marlborough Highways Gender Pay Gap Report 2020/21

Our Gender Pay Gap by Quartile



Gender Pay Gap and Bonuses

	Mean (average)	Median (middle)
Difference between Males and Females		
Gender Pay Gap	+ 1.5% (m)	+ 2% (m)
Gender Bonus Gap	+10% (F)	0%

Marlborough Highways Gender Pay Gap Report 2020/21

- Most organisations have a gender pay gap, and we are pleased to say that ours is very similar or better than others, including those within our industry. We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.
- Construct News reports that the median pay gap for the sector, has grown to 32% and has one of the worst pay gaps of any British Industry. We are delighted that our median gender pay gap is 2% with the mean gap sitting even lower at 1.5%, well below the industry average.
- We have a long term plan to invest in diversifying our workforce and to attract more young people through apprenticeships and work placements, with a commitment to encouraging female workers into the construction industry at entry level roles
- Whilst more males than females qualify for a bonus, due to the construct of our workforce, our median bonus payments for male and females show no gap whatsoever. The mean payment reflects a 10% increase in favour of females