

# 2018 GENDER Pay Gap Report



Selco Trade Centres Limited (Selco) is a subsidiary of Grafton Group plc and is a provider of building materials and related products to trade customers.

This gender pay gap report is based on data as at 5 April 2018.

## OUR APPROACH

The “Gender Pay Gap” is an average figure and is distinct from “Equal Pay” which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value. The evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being in senior, higher paid roles.

Our approach to employee reward is gender neutral by design, and we operate pay banding for over 90% of Selco employees which ensures equal pay regardless of gender. We constantly review ways in which we can address the issues of Gender Pay and have successfully recruited 36% more women in the Deputy Manager role this year, a tangible career path towards Senior Manager level roles. We have recently committed to increasing our part time working options with the aim of attracting more women to Selco and therefore increasing career opportunities. We are working hard to support more women with career development into senior roles through our management development training programmes.

We operate in the construction sector which has historically been a male dominated industry. Our gender pay data is influenced by the fact that we have a higher number of men in management positions, which is perceptible throughout the construction industry. The impact of this can be seen mainly in relation to the mean bonus (as higher bonuses are paid in financial terms to managers who are predominantly male) and the mean hourly rate (as managers are paid higher hourly rates). However, the percentage of women paid a bonus was higher overall than that for men, reflecting our gender-neutral approach to rewarding our colleagues.



**OUR APPROACH TO EMPLOYEE REWARD IS GENDER NEUTRAL BY DESIGN, AND WE OPERATE PAY BANDING FOR OVER 90% OF SELCO EMPLOYEES WHICH ENSURES EQUAL PAY REGARDLESS OF GENDER.**



# 36%

*We recruited 36% more women in the Deputy Manager role this year.*

*We operate in the construction sector which has historically been a male dominated industry.*



We have fewer women than men in senior roles, 32% and 14% in the upper middle and upper quartiles and the majority of these are based in our central functions where over the last few years bonus schemes have paid out at lower levels than our customer facing colleagues. In addition, many women work in support roles with a fixed bonus that has a capped maximum. We also have fewer women in our sales and branch management roles where bonus is a core part of remuneration. When structural factors such as these are removed differences in reward can be largely explained by individual performance, experience and skill sets. We recognise that we have some work to do towards improving

the gender balance across the more senior levels of the organisation. We have made increasing the number of women into Senior roles a key part of our People Strategy and hope to make tangible progress in 2019 to reduce the pay gap.

As a subsidiary of Grafton Group plc, we adhere to the Grafton Group Equality, Inclusion and Diversity policy, the aim of which is to promote equality and diversity across all areas of our business. We are committed to proactively challenging the underlying reasons for the gap and working across our business to address it.



*We have made increasing the number of women into Senior roles a key part of our People Strategy*



**PROMOTE EQUALITY AND DIVERSITY ACROSS ALL AREAS OF OUR BUSINESS**



## MEAN HOURLY PAY GAP

The mean pay gap increased from 17.50% in 2017 to 17.89% in 2018. The reason for the increase is because, although we have increased the overall number of women employed in the business since 2017 by 2.5%, many of these female colleagues have joined in entry level positions.

2017	2018
17.50%	17.89%

## MEDIAN HOURLY PAY GAP

The median pay gap increased from 10.44% in 2017 to 11.40% in 2018. The reason for the increase is because, although we have increased the overall number of women employed in the business since 2017 many of these female colleagues have joined in entry level positions.

2017	2018
10.44%	11.40%

## MEAN BONUS PAY GAP

The mean bonus pay gap reduced from 81.26% in 2017 to 57.56% in 2018. Mean bonus pay for women increased by 99% from 2017 while for men it reduced by 12%. This can be attributed to the fact that we now have more female employees in our branches and 30% more bonuses were paid in our branch network compared to 2017 due to improved business performance at branch level.

2017	2018
81.26%	57.56%

## MEDIAN BONUS PAY GAP

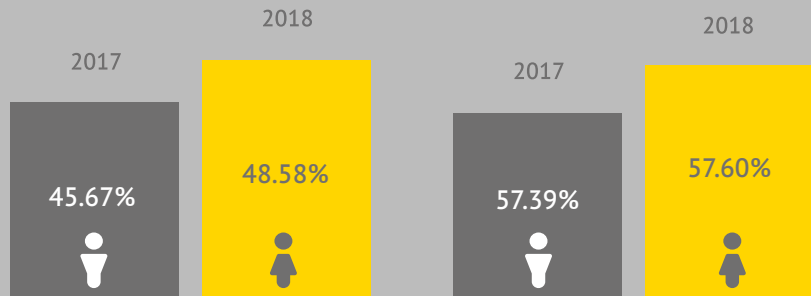
The median bonus pay gap increased from 11.08% in 2017 to 28.69% in 2018. This is because there are still more males than females in managerial roles and branch manager roles, which attract a higher rate of bonus pay. The upper quartile consists of 85% men and the upper middle is 68% male, whilst the lower middle has shown a slight increase in females and is now 36.5% female.

2017	2018
11.08%	28.69%



## COLLEAGUES IN RECEIPT OF BONUS

We saw increased proportions of colleagues receiving bonuses across both populations due to an increase in the number of branches achieving performance targets.

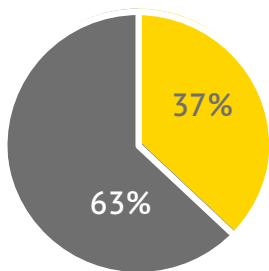


The charts below show the proportion of males and females in each pay quartile. Overall the numbers of men and women in the upper and upper middle quartiles remained relatively static, however we have been actively recruiting women into entry level roles as shown by the increase in females in the lower and lower middle quartiles.

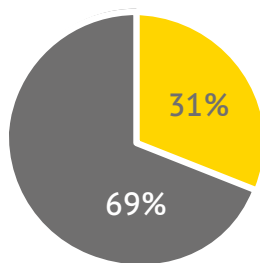


### 2017

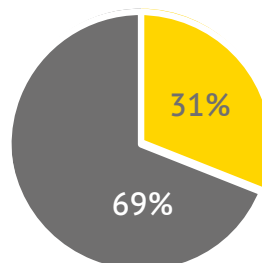
LOWER QUARTILE



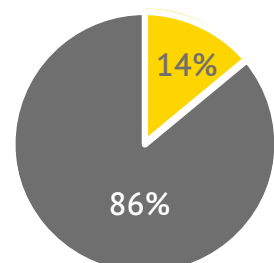
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE

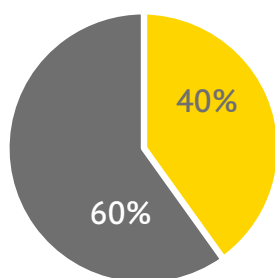


UPPER QUARTILE

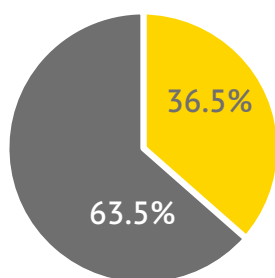


### 2018

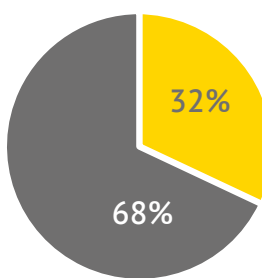
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

