

Gender Pay Gap Report

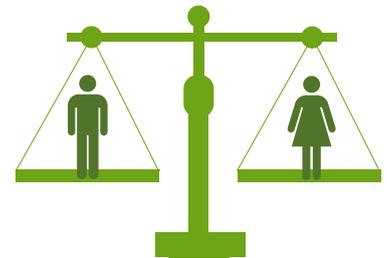
Introduction

At Springfield we are proud to create a culture where everyone can thrive. We are committed to encouraging equality, diversity and inclusion amongst our workforce and eliminating discrimination. We want to recruit and develop the best people for all positions and ensure each employee feels respected and able to give their best. How we aim to achieve this can be found within our **Equality, Diversity and Inclusion (EDI) Policy**.

Our Gender Pay Gap Report

Springfield is pleased to provide its Gender Pay Gap findings for this year against the snapshot date of 5 April 2024. A section on how to read our report, including influential factors within the home building industry, can be found at the conclusion of this report.

Springfield continues to notably surpass the UK construction industry estimates in terms of Gender Pay Gap.



In our industry which remains heavily male dominated, we are delighted to see an increase in the percentage of women employed at Springfield. We have continued to invest in apprentices across the company and offer our employees fantastic training opportunities and career prospects. This year, it is also extremely positive to see the percentage of women being promoted increase from the previous year.

Based on mean pay men at Springfield earn 7.0%* more than women. The UK mean for construction of residential and non-residential buildings is estimated at 22.0% in favour of men.

**This calculation is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly rate for all women, expressed as a percentage of the mean hourly rate for men.*

Based on median pay men at Springfield are paid 15.0%* more than women. The UK median for construction of residential and non-residential buildings is estimated at 22.8% in favour of men.

**This calculation is the difference between the median (middle) value of hourly paid rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.*

The main reasons for the differences are detailed below.

77 women and 288 men work at Springfield.

We are delighted to see the percentage of women working at Springfield increase this year at the snapshot date.

At the snapshot date of 5th April 2024, we can see that the mean and median figures have been

influenced by the sales commission for a number of our Sales Consultants (who are predominantly female) being lower than that of the previous year. At the same time, our Site Management teams (males) experienced higher earnings due to a larger volume of handover bonuses at the snapshot date.

The male mean rate has also been impacted this year due to the TUPE transfer of a group of employees to a group subsidiary company which removed a number of male employees from the lower mid and upper mid quartiles.

Finally, a number of both males (mainly apprentices) and females (on maternity leave) were not included in these calculations due to the reporting rules surrounding them being on leave, therefore paid less than normal and as a result, they cannot be included as a 'full pay relevant employee' for our pay gap calculation.

The table below illustrates the proportion of male and female employees according to quartile pay bands:

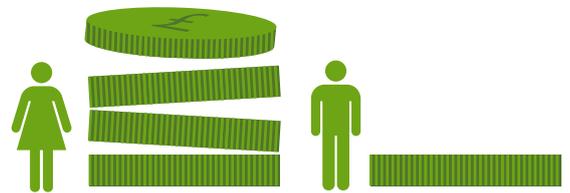
Quartiles	Men	Women
Lower quartiles	72.9%	27.1%
Lower middle quartiles	80.0%	20.0%
Upper middle quartiles	81.4%	18.6%
Upper quartiles	80.0%	20.0%

Bonus Pay

All employees are generally eligible to receive a bonus or incentive. 63.4% of men and 15.6% of women received a bonus.

Women receive 690.4%* more bonus pay than men based on mean calculation.

**This is the difference between the mean (average) value of bonuses, for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.*



On average women received 690.4% more bonus pay than men

Women receive 5,650.0%* more bonus pay than men based on median calculation.

**This is the difference between the median (middle) value of bonuses for all men in an organisation and the median value of bonuses for all women, as a percentage of median bonus for men.*

Our mean and median gender bonus gap remains in favour of women. 41.4% of our workforce consists of mainly male site operatives/trades people who are eligible for overtime and may receive a modest discretionary bonus based on organisational performance. In contrast, almost all our female staff are salaried with no opportunity to earn overtime, instead they are eligible for a discretionary annual bonus. Additionally, 87.5% of our Sales Team are female and have the opportunity to receive significant incentives based on their performance.

The factors detailed below explain why the gap in bonus pay has widened so significantly this year.

There was no annual discretionary bonus paid for the financial year 2023/2024. Therefore, this affected the numbers of both men and women who received any form of bonus payment. There was however the modest discretionary bonus paid to site operatives and trades people who are, as we have highlighted, predominately male.

In addition, the 15.6% of women who received a bonus were mainly from our sales team, who have earned commission.

Understanding our Gender Pay Gap Reporting

Springfield is required by law to publish an annual gender pay gap report. The gender pay gap is not about equal pay, which ensures that men and women doing work of equal value are paid equally. The gender pay gap simply reports on the difference in the average and median pay and bonuses between men and women across a business.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 define a standard methodology for reporting gender pay gap, including a snapshot date for which the report should be based on.

To understand our performance against peers within the construction industry we have used statistics from the Office for National Statistics (ONS). This approach is endorsed by the UK Government's Equalities Office.

Influential factors within housebuilding

We acknowledge a number of factors that are typical within the housebuilding industry, that can also be seen within our business, which influence our gender pay gap reporting.

Historical gender split in roles undertaken: Across housebuilding and the wider construction industry a number of roles have historically been male dominated. Trade and site operative roles on construction sites in particular have been attractive to males and this is evident in our business. While we are pleased to see more women entering housebuilding, there remains a clear division between the types of roles being undertaken and this can impact on pay.

Pay structure: The pay structure attached to the different roles being undertaken can impact reporting. For example, bonus commission is offered within sales roles which are predominantly held by women.

Gender Pay Gap Reporting Exclusions: The predominance of men employed within our business can correlate with higher levels of male absence and the exclusion of these salaries from the calculation can distort the results within the snapshot in time. Similarly the exclusion of women can have an even greater impact on our calculations, as can be seen this year with a number of our female employees on maternity leave at the snapshot date, therefore excluded from the calculations.

In summary, we are confident that men and women are paid fairly and appropriately for work of equal value and Springfield continues to recruit the best individual for the job.

I, Innes Smith, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed:



Date:

20/03/2025