

2024

GENDER PAY GAP REPORT

For England, Scotland & Wales

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STOREY**
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WHAT IS GENDER PAY GAP REPORTING

UK employers with more than 250 employees are required to publish their gender pay gap annually.

We are required to present our gender pay gap for both England and Wales, and Scotland which is why you will see the gap reported separately.

The report gives us the opportunity to understand any gender imbalances in our workforce and develop initiatives to address our findings.

The Gender Pay Gap Reporting is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work. We are confident that we offer equal pay for equal work across the business.



WHAT'S INCLUDED IN OUR CALCULATIONS:

Calculations of mean and median pay and of quartile pay bands are based on data as at 5 April 2024 only, including ordinary pay and bonus pay.

The report includes all BaxterStorey England & Wales, and Scotland, team members who had a relevant contract of employment on this date.



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**UK EMPLOYERS WITH MORE THAN 250 EMPLOYEES
ARE REQUIRED TO PUBLISH THEIR GENDER PAY GAP.**

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UNDERSTANDING THE REPORT

**THE INFORMATION WITHIN THIS REPORT SHOWS THE DIFFERENTIAL BETWEEN THE MEAN AND MEDIAN PAY OF OUR MALE AND FEMALE EMPLOYEES
-THE GENDER PAY GAP.**

The gender pay gap is calculated by taking the calculated hourly rate of all women and the calculated hourly rate of all men, finding the mean and median and determining the gap between these numbers across genders.

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and females and dividing by the total number of results in each list.



THE MEAN

**Total hourly
rate for women**

Number of women

**= Mean average hourly
pay for women**

**Total hourly
rate for men**

Number of men

**= Mean average hourly
pay for men**

THE MEDIAN

The median represents the middle point of a population. If you lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.

2024 GENDER PAY GAP RESULTS

ENGLAND & WALES

13.85%

Mean Gender Pay Gap
2023 - 15.78%

7.41%

Median Gender Pay Gap
2023 - 10.72%

The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.

MALE

29.65%

Male lower

33.81%

Male lower mid

49.82%

Male upper mid

61.90%

Male upper

FEMALE

70.35%

Female lower

66.19%

Female lower mid

50.18%

Female upper mid

38.10%

Female upper

2024 GENDER BONUS GAP RESULTS **ENGLAND & WALES**

PERCENT OF TOTAL EMPLOYEES RECEIVING
BONUS PAYMENT BY GENDER

25.57%

The mean gender bonus pay is 25.57% higher for men than that of women.

2023 – 38.87%

25%

The median gender bonus pay is 25% higher for men than that of women.

2023 – 35.72%



2024 GENDER PAY GAP RESULTS

SCOTLAND

18.43%

Mean Gender Pay Gap
2023 - 10.66%

4.67%

Median Gender Pay Gap
2023 - 3.90%

The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.

34.78%

Male lower

29.19%

Male lower mid

68.32%

Male upper mid

40.37%

Male upper

MALE

65.22%

Female lower

70.81%

Female lower mid

68.32%

Female upper mid

40.37%

Female upper

FEMALE

2024 GENDER BONUS GAP RESULTS **SCOTLAND**

PERCENT OF TOTAL EMPLOYEES RECEIVING
BONUS PAYMENT BY GENDER

72.33%

The mean gender bonus pay is 72.33% higher for men than that of women.

2023 – 37.13%

96.05%

The median gender bonus pay is 96.05% higher for men than that of women.

2023 – 33.60%



DID WE DELIVER ON OUR ACTIONS FOR 2024?

IMPROVE

We said that we would improve our understanding of why we have a gender pay gap which has seen a reduction in the gender pay gap of 12.2% versus last year however more focus is required on a decline in Scotland. We are also reporting on it a lot sooner so we can put plans in place sooner. Still more to do but we're getting there!

INCREASE

In 2024, we wanted to increase our gender representation in Leadership roles (C suite minus 2) including female representation to 40% by 2027. By focusing on our succession planning, we have already increased female representation from 21% to 42%!

ENGAGE

We launched our Cultural Assessment in 2023, and the results in 2024 show improvement in all areas of the report. Last year our team members scored 8 out of 10 when asked if people from all backgrounds felt that they could join and thrive in our organisation this year it increased to 8.8 out of 10.

We also launched our First 'Sense of Belonging' survey which provides us with more insight into inclusion at BaxterStorey.

ACHIEVE

We said that we want to achieve the Living Wage Foundation's Recognised Service Provider accreditation* by 2026 and we continue to improve by ensuring that we are paying fair rates of pay and talking to our clients about this. In 2023, the percentage of team members on the Living Wage increased from 65.52% to 83.91%

INCREASE

Our policies are all inclusive and our benefits even more so. Our Sexual Harrassment policy is in place to ensure that all team members recognise that they are protected from inappropriate behaviour. We have a Zero Tolerance approach.

Our new benefits have also had This year we have seen an increase in team members benefiting from our enhanced maternity, paternity, and surrogacy leave which has afforded them more time with loved ones and new family members.

ENGAGE

Our Employee Resource Groups have increased to six with the introduction of FORWARD and TRIBE.

Forward is focused on Race and Ethnicity.

Tribe is there to support Working Families.

A commitment to paying all directly employer members of staff, not tied to client contracts, the real Living Wage.

SOME OF OUR PLANS FOR 2025 CONSIST OF:

We will be launching our Inclusive Kitchen initiative which will focus on increasing the number of females into senior roles within the kitchen.

We will continue to review our 'award nominated' benefits package to ensure that it continues to support our team members in all aspects of their lives away from the workplace.

We will launch our third Cultural Assessment in partnership with The Happiness Index which allows us to track progress of Happiness and Engagement of our team members.

We will continue to work with our Employee Resource Groups (ERG's) and we have provided each of them with a dedicated budget to support the growth of their initiatives.

Role transparency continues – all roles (except confidential appointments or where succession planning is in place) will be advertised to allow for any interested team members to apply.

We will be launching our second 'Sense of Belonging' survey.

We will strive to become recognised as a Menopause Friendly employer through accreditation by Henpicked.

In 2024, we launched a trial of our new Performance Development system in partnership with Korero which allows us to support team members with their career aspirations and to improve our succession planning activity. In 2025, we are expanding this to all location managers.

BaxterStorey is working alongside WSH's ESG committee and supports the Second Nature strategy which has a strong focus on Diversity, Inclusion, and Growing Talent

We will continue to champion 'Speak Up', our communication platform which allows team members to provide feedback (anonymously if preferred).

BaxterStorey remains an active member in the WiHTL, an industry leader in driving the diversity agenda.



SUMMARY OF THE 2024 GENDER PAY GAP REPORT

I am encouraged that through the efforts of the business to promote equity that we are making good progress. In 2024, our Gender Pay gap in England and Wales has improved from 15.78% to 13.85% (a reduction of 12.2%) but in Scotland we have seen an increase from 10.66% to 18.43% which we will spend time assessing as to what has driven this increase.

Our mean Gender Bonus gap has reduced in England and Wales from 38.87% to 25.57% but Scotland has increased from 37.13% to 72.33%.

In 2024, we started to see the benefits of our new People Plan being established in the business along with our game changing benefits package. With the introduction of new processes, a new development system, and transparency, I am delighted that more females have developed in the business which is reflected in our representation of females at C-Suite minus 2 level increasing from 21% to 42%.

Our ED&I strategy goes from strength to strength, and I am supportive of the growth of our Employee Resource Groups who continue to support team members across BaxterStorey whilst having the platform to challenge us as a business.

In 2025, we will focus on reducing our gender pay gap by embedding the actions and plans that are in the business and continue to challenge ourselves as we head towards our target of having a gender pay gap of less than 10%.

Declaration - I confirm that the information in this report is accurate.

A stylized, handwritten signature in white ink that reads "Ronan".

Ronan Harte





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