

Gender Pay Gap Report 2023





Pay & bonus gap

The below tables shows the EH Smith gender pay gap and gender bonus gap as at the snapshot date 5th April 2023.

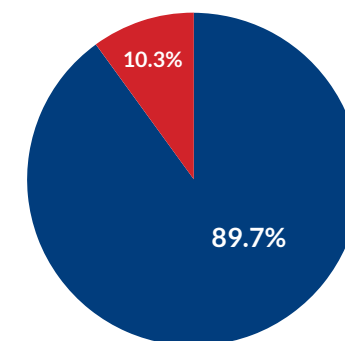
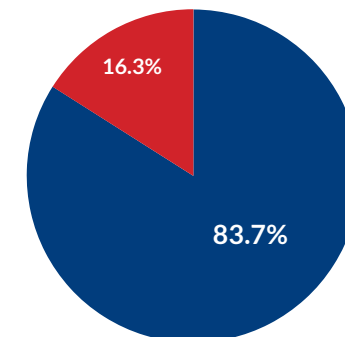
A negative figure indicates a higher percentage paid to men.

	Mean	Median
Pay gap	-6.1%	-5.9%
Bonus gap	44.9%	-24.0%

Proportion of colleagues receiving bonus

Our approach to employer award is gender neutral so we are confident that any differences between males and females are driven by the structure of our workforce. This is reflected by the fact that we have fewer women in senior roles across the business.

All employees are members of the profit share scheme, which pays the same amount to each employee after 1 years' service.



■ Receiving bonus ■ Did not receive bonus



Salary quartiles

The legislation requires us to identify our overall pay range, divide this into equal size quartiles and populate these with the numbers of men and women employees in each quartile.

	% of men	% of women
Quartile 1	81.3	18.7
Quartile 2	82.3	17.7
Quartile 3	79.8	20.2
Quartile 4	77.6	22.4
	80.2	19.8

We are trying to improve particularly the percentages of women in the top two quartiles. However, as we operate in a traditionally male dominated industry meaningful change will take time.



What are we doing about it

We operate in a traditionally male dominated sector that has suffered from female underrepresentation particularly at a senior level for many years. We need to attract and develop more women in the industry so we can benefit from diversity of thinking and perspective that this will bring.

We operate an apprenticeship scheme and are using this to actively promote more female representation within the industry.

For individual job roles we operate a same job, same pay policy.