



Gender Pay Gap Report

20

23

Sustainable
Site Solutions

 **Garic**





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Introduction

Garic is a sustainable site solutions provider in the UK that employs circa 280 colleagues, split across 5 locations. Known for over 35 years of innovation, people and sustainability, we think beyond the box and focus our experience on helping our customers' people feel safe and valued. This is equally important within our own internal teams. We aim to be better – setting the highest standards and going beyond them. And we do the right thing: Inclusivity, commitment, responsiveness – these aren't buzzwords, they're the values we live by.

We are actively engaged in a group wide programme (Project Compass) within the wider Bibby Line Group of companies to ensure that we attract people from a wide variety of backgrounds.. We recognise as a successful, growing business we have a responsibility to drive progress in this area. We continue to see women in a variety of roles across the business and increasing female representation is something we are committed to improving.

Like many other businesses in our sector, we struggle to recruit women into our operational roles and so our workforce is reflective not only of the nature of our business but also the sectors we operate in. A significant proportion of our colleagues are in operations roles, depots, HGV drivers, fitters and production (all of which are roles typically held by men) however, we're pleased to see improved representation year on year.

Gender Pay & Bonus Gap

Difference between Men & Women	Mean (% change from 2021)	Median (% change from 2021)
Gender Pay Gap	13.5% (+2.8%)	13% (+3.4%)
Gender Bonus Gap	11.1% (-26%)	3.9%




Mark Albiston
Chief Executive Officer


Since our previous Gender Pay Gap report, the number of females has increased to 21% (up from 20.3% PY) and by the end of 2023, the number of females was 22.6%; the highest proportion of women we have had to date. When comparing this to the construction industry average of 15.8%, it reflects the efforts made across the business to break down the divide and attract females to our business.

Females make up 18% of our upper quartile (of colleague hourly payrates*), an increase of 2% on the previous year and 13% of the upper middle quartile, a decrease of 1% on the previous year. The largest representation is still seen in the lower quartile of 34% (28% PY), however, we have seen an increase of 3% (26% 2023, 23% PY) in the lower middle quartile. Currently, women make up a significant proportion of administrative roles within the business, and while these are statistically among the lower grades, there are personal development and career opportunities available for those who wish to progress.





**In April 2024,
females make up
25% of our Senior
Leadership
population.**




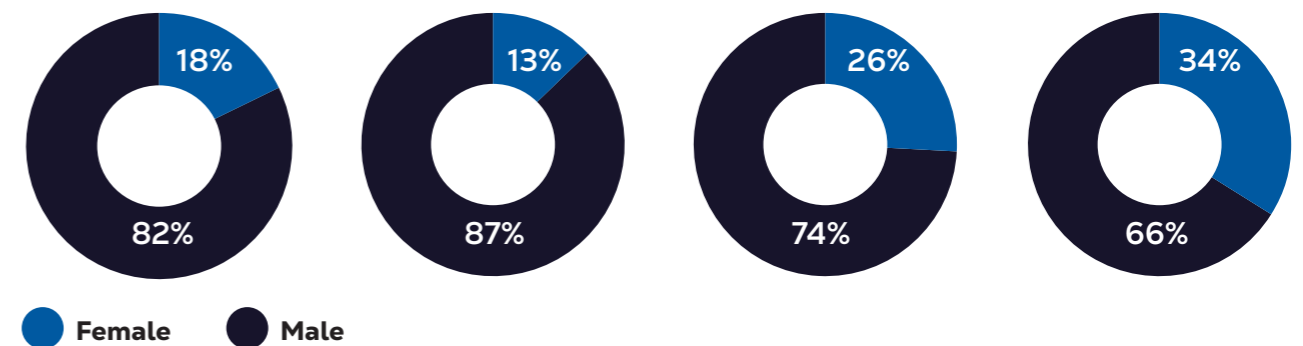
Analysis of the Gender Pay Gap includes allowances paid in addition to basic pay to several key roles within the business. These would typically include HGV drivers and Field Maintenance Engineers, for example, where the current populations are predominantly male. We therefore see an increase in the gender pay gap when compared to the typically female administrative roles that do not attract similar allowances. When these allowances are excluded, the Mean Gender Pay Gap is 13% and the Median Gender Pay Gap is 10.3%.

Over the last 12 months, we have continued to actively promote and support our colleagues across the business. We continue to embrace a flexible approach to working across a number of roles in the business, and we have supported three formal flexible working requests and rejected none. We are committed to our Family Friendly Policy which provides enhanced pay for maternity, paternity, adoption and shared parental leave.

As part of our ongoing commitment, we continue to monitor gender diversity within the business with a focus on our senior leadership population. In April 2024, females make up 25% of our Senior Leadership population and 33.3% of our wider Leadership population of managers. Throughout the year we will continue to report this data and monitor our progress to improve gender diversity.

Here is a snapshot of our progress over the last 12 months:

- In March 2023 we launched EnCompass the Bibby Line Group Women's network. 
- Recognised World Menopause Day in October 2023 and issued a Menopause Information and Best Practice Guide to all Colleagues and People Managers.
- Delivered training to hiring managers on best practice recruitment and selection.
- In 2023 Garic partnered with PHS to place free personal hygiene products for colleagues.
- We celebrated International Women's Day with a conversation with Marion King (Non-Exec Director for BFS) and heard from female colleagues throughout the Bibby Line Group.
- We have continued to promote active inclusion in the workplace through e-learning and awareness events.
- Launched a new approach to talent and succession in quarter 1 of 2024.
- Commenced a project in inclusive recruitment practices.
- Commenced work on a pay and grading structure to help ensure fairness, bring order and clarity and to align the reward strategy with the Bibby Line Group Reward Philosophy.





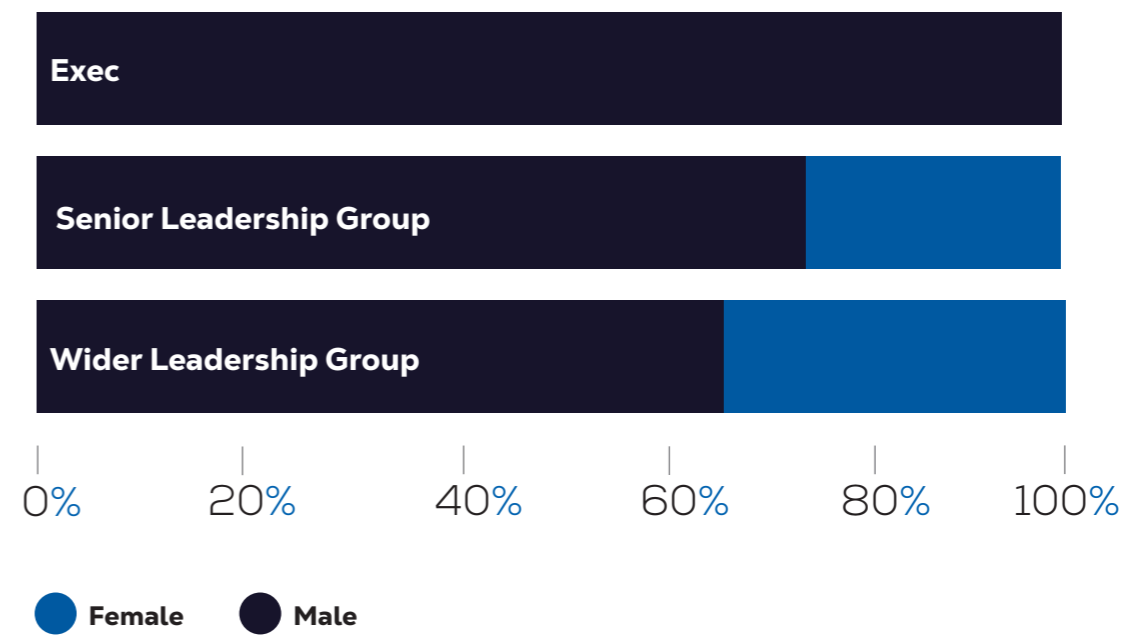


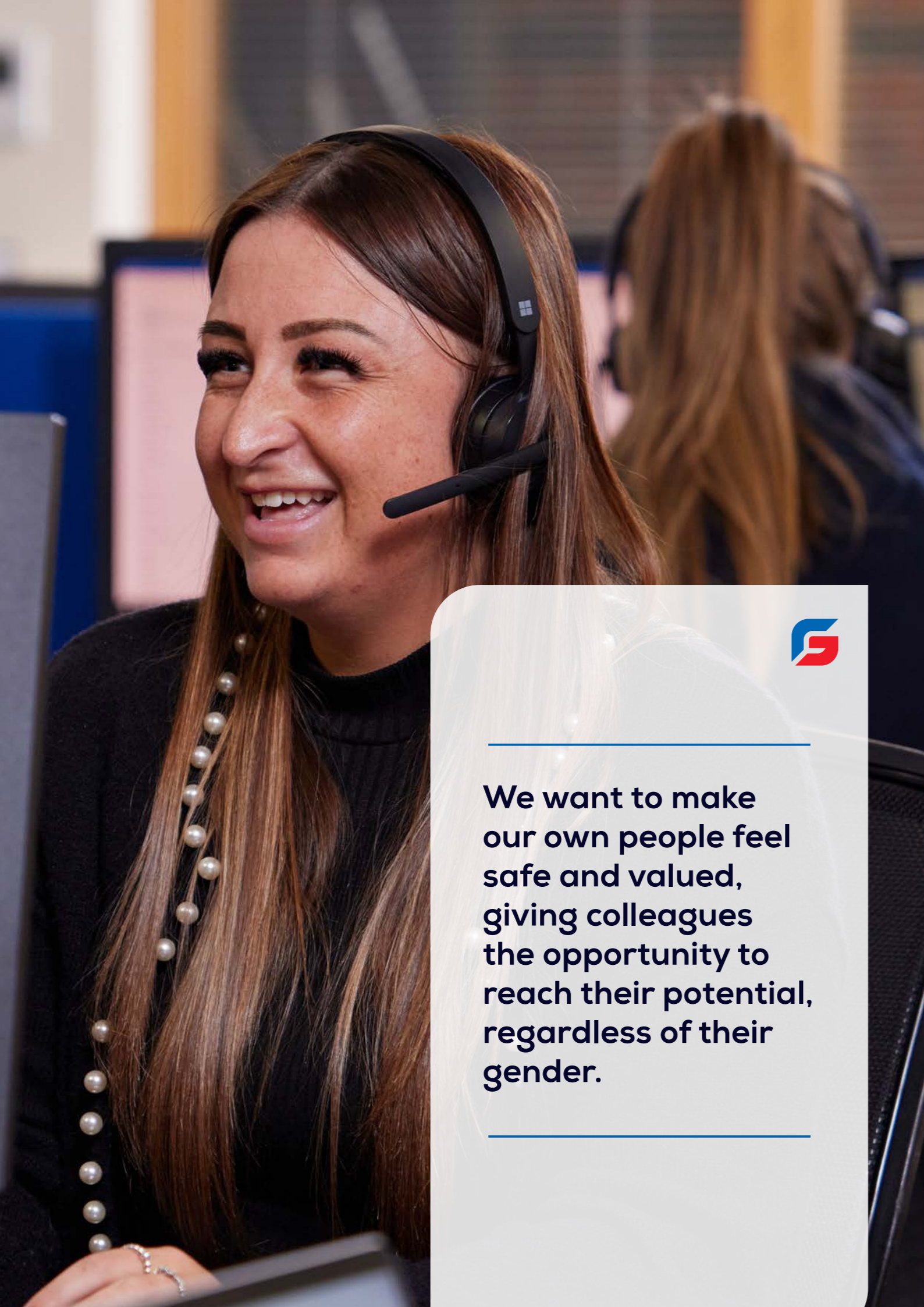
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Key points to note from the findings

- In April 2023 our mean gender pay gap increased by 2.8% and median gender pay gap increased by 3.4%. This can be attributed to the appointment of three male Directors, promotion of two male colleagues to 'de facto' Directors and the quarterly Sales Bonus being paid in the 'snapshot date' pay period.
- Despite the increase our median gender pay gap of 13%, is lower than the UK median pay gap which is 14.3% (ONS – April 2023).
- Both the mean and median pay is higher as more males occupy senior roles across the organisation. At Executive level there was no female representation. Female representation in the senior leadership group was 25%.
- The mean bonus gap has fallen by 26% following the introduction of the colleague bonus.
- The percentage of females has increased by 2% in the Upper Quartile and by 3% in the Lower Middle. The percentage of females in the Upper Middle fell, however, the actual number of females in this quartile has increased from nine to twelve.
- 93% of women and 89% of men received a bonus with the mean Gender bonus gap being 11.1% down from 37.2% PY. The median Gender bonus gap is 13.9% which increased from 3.1% PY.
- The median bonus gap has increased by 10.8%. This follows the expanded scope of the management team bonus which resulted in more males being entitled to a bonus than in previous years.
- Females made up 21% of Garic colleagues in April 2023. At the end of March 2024 females made up 22.2% of Garic colleagues.
- We have several roles in the business that include allowances paid in addition to their basic pay. These roles are typically occupied by males which increases the mean gender pay gap as females tend to be in roles that do not attract similar allowances.

Percentage of female employees - 2023





We want to make our own people feel safe and valued, giving colleagues the opportunity to reach their potential, regardless of their gender.

Proportion of Colleagues Receiving Bonus



Summary

In summary, the focus for Garic moving forward is to ensure that we continue to build an inclusive culture. We're known for looking after our customers' welfare and want to make our own people feel safe and valued, giving colleagues the opportunity to reach their potential, regardless of their gender. We are committed to narrowing the gender pay gap through a range of activities as outlined, however, key to this is ensuring that all colleagues have access to development opportunities and that we have a clear understanding of any barriers that may prevent this. Our ultimate aim is to ensure that we can encourage and support colleagues of any gender to grow and develop in their roles, whilst creating an environment where colleagues are supported with their home and work life balance.

*Where the term quartile is used in the text, this refers to the data set which represents the distribution of payrates for all Garic colleagues with the statistics being calculated in accordance with Government guidelines.





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