



**GENDER PAY GAP
REPORT APRIL 2023**

Lindner Prater Ltd is the UK's leading specialist building envelope contractor, and we are proud to be a trusted partner to our clients across all sectors of the construction industry – commercial, leisure, retail, aviation, healthcare, industrial, residential and stadia developments. It is our strong belief that our strategies of inclusion and our values of diversity are integral to our business success.

It is evident that construction continues to be a male-dominated sector and has one of the largest gaps in the average earnings of male and female employees in the country. In common with many others across the sector, we are making efforts to reduce our gender pay gap, however, still relatively few women occupy senior positions within our business. To combat this, we have introduced leadership training in partnership with Dale Carnegie for all our leaders and we are continuing to promote learning opportunities across our business in an effort to ensure access to development for all. Whilst the majority of our new experienced recruits continue to be predominantly male, we have actively committed to promoting careers in construction for women and as a result just under 30% of our new apprentice population are women. This is a statistic that compares favourably with our overall proportion of women which sits at just 16.0% of our employee population (13.9% in 2022), telling us that there is a lot of work to be done to promote careers in our sector and our business to women.

We have continued to review our structure and transparency in terms of pay and reward, focusing on our job families in order that work of equal value can be fairly audited and any issues with pay are easily highlighted and addressed. Our equality, diversity and inclusion training forms part of our mandatory e-learning suite and is a key element of our induction process providing everyone with awareness of diversity and inclusion and information to take steps to improve equality wherever we can.

The business is also currently working hard on its sustainability strategy with gender equality being at the heart of this. This strategy will further highlight commitments that we will be making to bridge the gender pay gap, attract more women into construction and create a more diverse and successful business.

As we have previously stated, we believe that there is a lot more work to do – and we are committed to achieving the targets we've set ourselves within our associated action plan.

I confirm that the Gender Pay Gap data contained within this report for Lindner Prater Ltd is accurate and has been produced in accordance with the guidance on Managing Gender Pay Reporting developed by the Advisory Conciliation and Arbitration Service (ACAS).



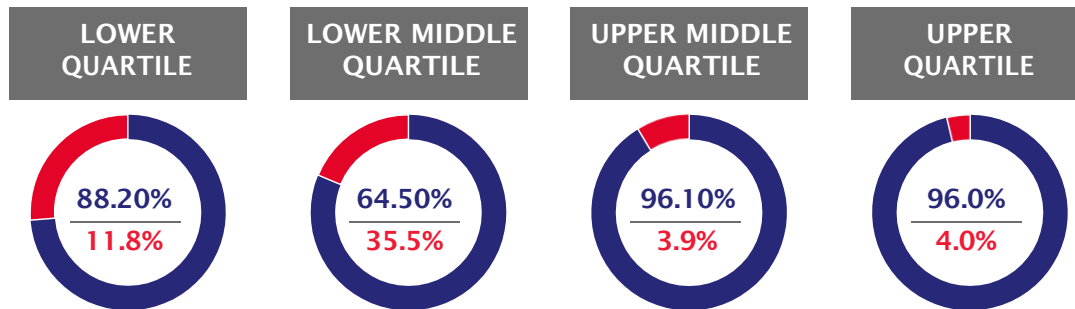
GAVIN HAMBLETT
MANAGING DIRECTOR

A handwritten signature in black ink, appearing to read 'G. Hamblett', written over a light blue horizontal line.

MEAN & MEDIAN HOURLY PAY: These figures have remained fairly stable when compared to the last reported data.

DIFFERENCE BETWEEN MALES & FEMALES	MEAN (AVERAGE)	MEDIAN (MIDDLE)
GENDER PAY GAP	38.2%	39.0%

PAY QUANTILES - Proportion of Men and Women in each quartile: (Each quartile contains 76 employees).



UNDERSTANDING THE GAP: Our employee population has remained stable and consistent in size compared with the previous year. We have started to see the positive impact of our apprenticeship scheme which has helped to increase our proportion of women in our business from 13.9% in 2022 to 16.0% in 2023 which is a very positive step on the journey towards a more balanced and diverse business.

OUR INTENTIONS: It is our belief that the diversity of our business brings commercial value, as it challenges the status quo and promotes innovation. There is value in different perspectives, opinions and contributions are welcome here. We want to foster an environment where people feel safe and happy to make a contribution, we have a number of strategic aims which are supported by targets and key initiatives.

OUR STRATEGIC AIMS INCLUDE:

- Creating a workforce – at all levels of our business - which is representative of our stakeholders and the communities which we serve in order to improve our understanding of our customers and the environment in which we work.
- Promoting fairness, inclusion and respect amongst our teams to create an environment in which people feel both safe and happy to work in (FIR), which includes providing general education and supporting managers to promote diversity and ensure inclusion in their teams.
- Ensuring all national (and where appropriate) geographical wage standards are exceeded.
- Reducing (and ultimately eliminating) our gender pay gap.
- Increase the proportion of women that work for our business year on year. Offering access to construction for all.
- Improving accessibility by addressing the impact of traditional health challenges in our business.
- Reducing barriers to declaration and improving our data to better inform our future actions.
- Promoting the same or similar aims across our supply chain.