



GENDER PAY GAP
REPORT APRIL 2020

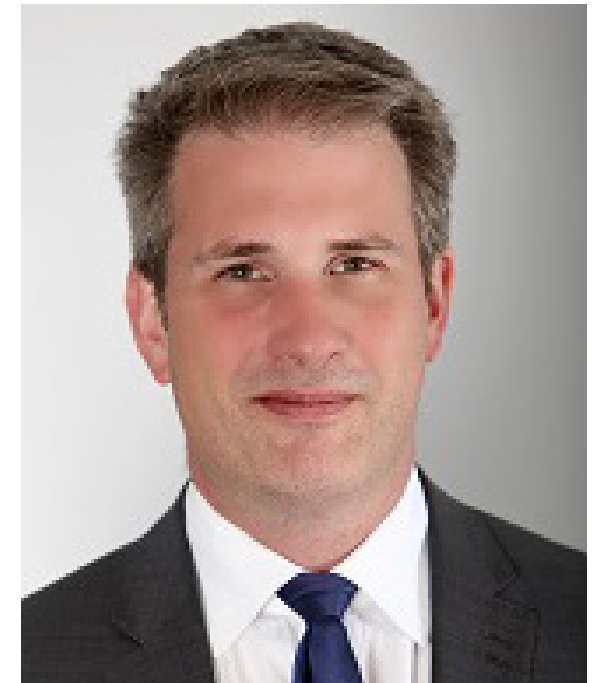
Lindner Prater Ltd is the UK's leading specialist building envelope contractor, and we are proud to be a trusted partner to our clients across all sectors of the construction industry – commercial, leisure, retail, aviation, healthcare, industrial, residential and stadia developments. This report is collated from data as at 5th April 2020 and is based on the employee population of Prater Ltd. We believe that the promotion of our equality, diversity and inclusion strategy is integral to our business success.

Traditionally, construction is 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 endeavouring to narrow our gender pay gap, however, it is still evident that relatively few women occupy senior positions roles within the sector, and similarly the majority of our new recruits are predominantly male. We are committed to working independently and collaboratively with our clients and partner organisations to make a positive change.

We have taken advantage of the lenience in publication requirement for the Gender Pay Gap as a result of the global pandemic, which together with the pre-existing uncertainties over Brexit, have had an enormous impact on our sector and our business. Despite the challenges we have faced, we have taken steps to positively impact our gender pay gap and to focus on our equality, diversity and inclusion strategy.

Since our last Gender Pay Gap was published, we have established more structure and transparency in terms of pay and reward, creating job families in order that work of equal value can be fairly audited and issues with pay easily highlighted and addressed. We have included our equality, diversity and inclusion training as part of our mandatory e-learning suite so as to provide everyone with awareness of diversity and inclusion and information to take steps to improve equality wherever we can. We have revised our approach to flexibility at work and introduced a new policy / procedure across our business, so that we can consider less than full time working or a flexibility in location or pattern of work, where we previously may not have done so. 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 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 'Gavin Hamblett', written over a white background.

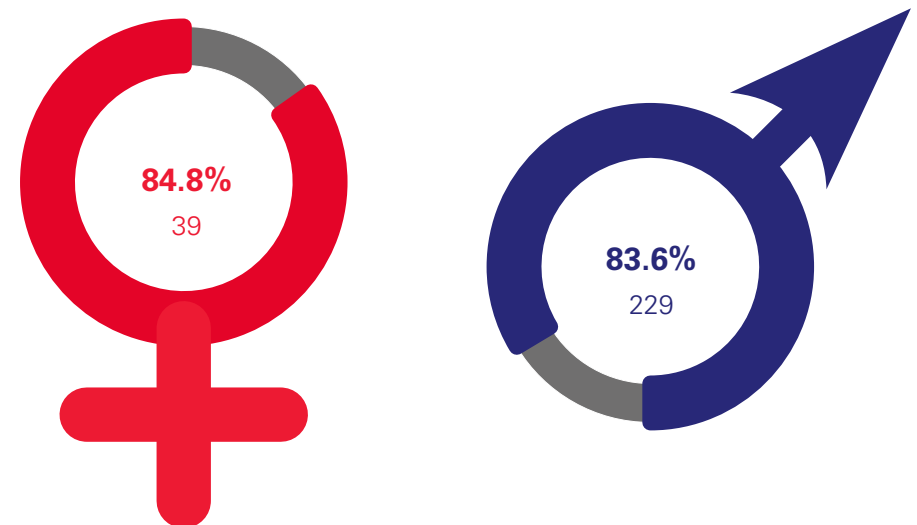
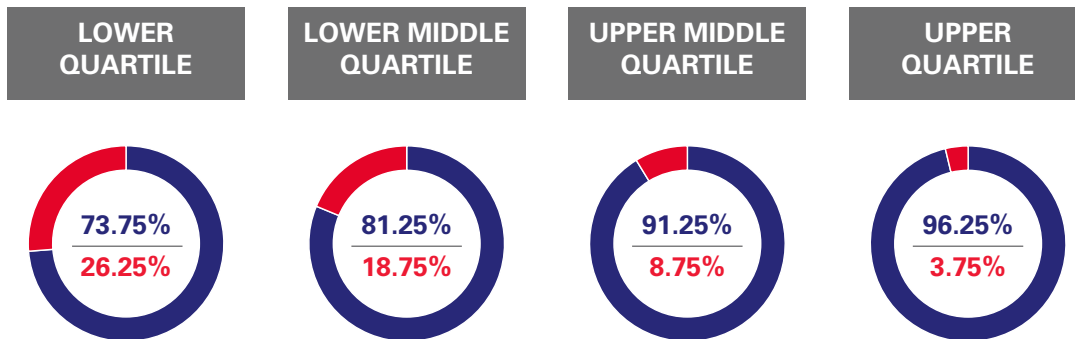
OUR PAY GAP: Our employee population has reduced by just over 11% in comparison with the previous year. The proportion of men and women in our team has remained the same and is constituted by 85% men and 15% women.

UNDERSTANDING THE GAP: Our average hourly pay gap has improved dramatically since our first report (by 17.5%) and attests to the actions taken to date. Our year on year improvement has slowed but still shows a 2.7% improvement. Our mean bonus payment gap has reduced by just over 50% since our first Gender Pay Gap report; - improving first by 9% and then by almost 24% - with more women more appropriately paid and eligible for bonus payments. We acknowledge that this remains a very large gap, with our mean hourly pay gap being double the national average and in excess of the construction average. Whilst we have made enormous improvements – we have work still to do.

| DIFFERENCE BETWEEN MALES & FEMALES | MEAN (AVERAGE) | MEDIAN (MIDDLE) |
|------------------------------------|----------------|-----------------|
| GENDER PAY GAP | 32.1% | 30.9% |
| GENDER BONUS GAP | 30.1% | 33.4% |

PAY QUARTILES - Proportion of Men and Women in each quartile:
(Each quartile contains 80 employees)

NUMBER OF PEOPLE RECEIVING BONUS:



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 to our business in different perspectives, opinions and contributions are welcome here. 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.
- 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.