



GENDER PAY GAP
REPORT APRIL 2021

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.

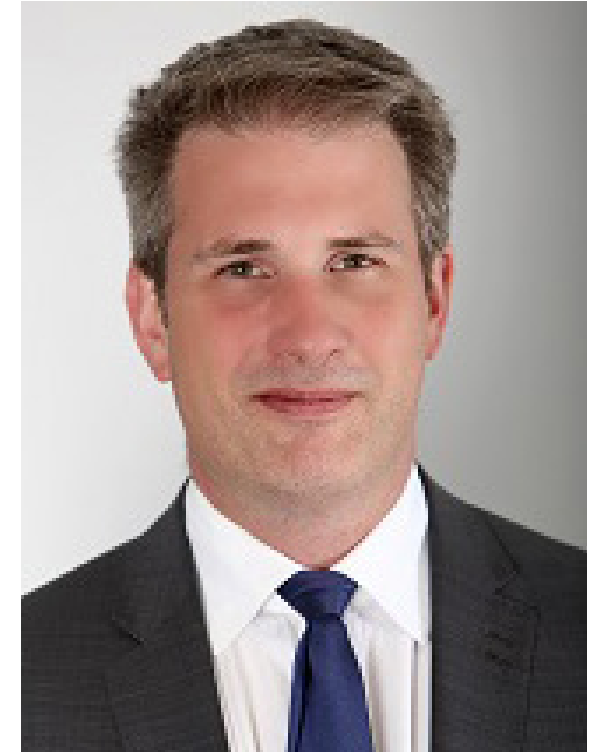
It is evident that construction continues to be a male-dominated sector and has one of the largest gaps in the average earnings of male and female employees in the country. In common with many others across the sector, we are making efforts to reduce our gender pay gap, however, still relatively few women occupy senior positions within our business. We have introduced leadership training for all our managers and continued to promote learning opportunities across our business in an effort to ensure access to development for all. Whilst the majority of our new 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 13.5% of our employee population, telling us that we need to continue to work to actively 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 issues with pay easily highlighted and addressed. We have extended this approach to include the entire business from this year. We had previously included our equality, diversity and inclusion training as part of our mandatory e-learning suite and it now forms part of our induction activities, so as to provide everyone with awareness of diversity and inclusion and information to take steps to improve equality wherever we can.

Following a consultation exercise with our business we have revised our approach to flexibility at work as a business and introduced consistent flexible working arrangements – being concerned to balance the needs of our entire workforce and avoid the creation of two distinct tiers (those that can and who cannot work flexibly).

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 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

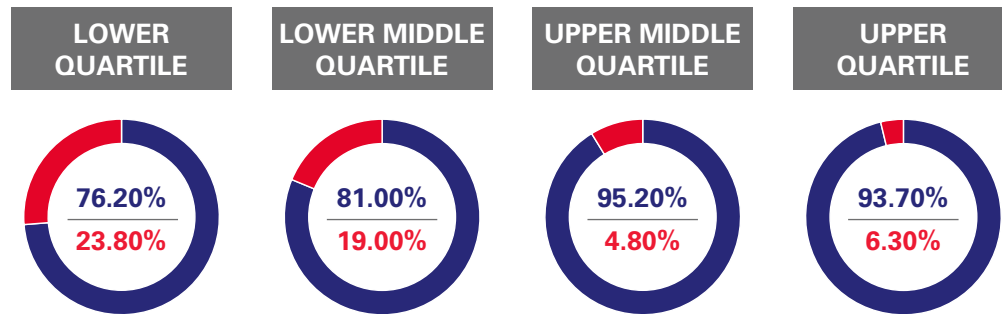
A handwritten signature in black ink, appearing to read 'Gavin Hamblett', written over a white background.

MEAN & MEDIAN HOURLY PAY: These figures have remained fairly stable when compared to the last reported data. We have seen a slight increase in our median hourly pay (2%) and our mean hourly pay gap has narrowed by 1%.

BONUS PAY: In common with many others in our sector, we did not pay a company-wide bonus in the period under consideration.

DIFFERENCE BETWEEN MALES & FEMALES	MEAN (AVERAGE)	MEDIAN (MIDDLE)
GENDER PAY GAP	31.2%	32.1%

PAY QUARTILES - Proportion of Men and Women in each quartile: (Each quartile contains 63 employees)



UNDERSTANDING THE GAP: Our employee population has reduced in size by 21% in comparison with the previous year, this has been as a consequence of right sizing our teams following the impact of the pandemic on the economy in general, and our sector in particular; when compared to this change, the proportion women in our team has remained relatively stable, as indicated and reduced slightly to 13.5% of our total team.

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.