



**GENDER PAY GAP
REPORT APRIL 2024**

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 a Lindner managers training course 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 25% of our new apprentice population are women. This is a statistic that compares favourably with our overall proportion of women which sits at just 13.9% 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 had previously included our equality, diversity and inclusion training as part of our mandatory e-learning suite and it is now both a mandatory course for all existing employees and 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.

We have reviewed our family friendly policies and we are very pleased to have introduced an enhanced family friendly policy (enhanced maternity, paternity, adoption pay) providing greater financial security to women, preventing them from needing to choose between their families and a career with our 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 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).



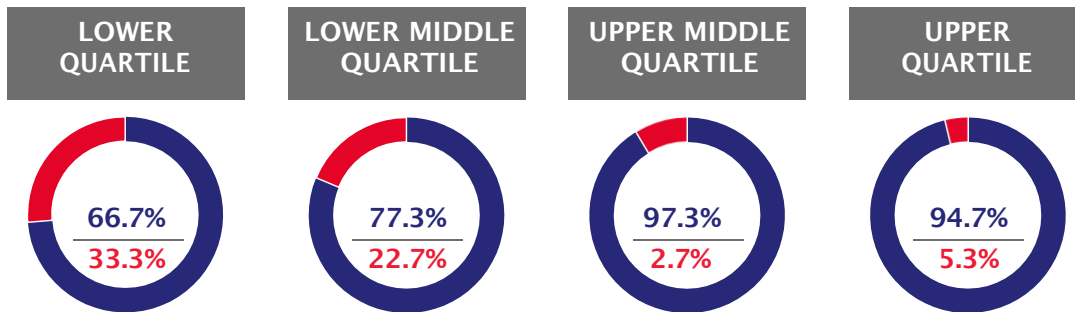
GAVIN HAMBLETT
MANAGING DIRECTOR

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

MEAN & MEDIAN HOURLY PAY: These figures have remained fairly stable when compared to the last reported data. We have seen the MEAN average gap decrease by 2% which is positive, but the MEDIAN has remained the same.

DIFFERENCE BETWEEN MALES & FEMALES	MEAN (AVERAGE)	MEDIAN (MIDDLE)
GENDER PAY GAP	36.8%	39.0%

PAY QUANTILES: Proportion of Men and Women in each quartile: (Each quartile contains 75 employees)



UNDERSTANDING THE GAP: We are starting to see the positive effect of our apprenticeship scheme and flexible working opportunities that we offer, which are attracting a greater proportion of women. This is demonstrated by our lower quartile % increasing significantly as we have more women beginning their careers with us and women opting for our flexible part time solutions to support their family commitments. The proportion of women in our team has remained relatively stable, but as we continue to develop our apprentices and attract more women through these initiatives we hope to see this upward trend to continue.

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.
- Achieve a target of women to be 16% of total workforce by end of 2026.