



**GENDER PAY GAP
REPORT APRIL 2025**

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.

The construction sector continues to be male-dominated and has one of the most significant gaps in the average earnings of male and female employees. In common with many others across our industry, we are taking action to reduce our gender pay gap. However, relatively few women occupy senior positions within our business. We are pleased that since our 2024 Gender Pay Gap Report, we have increased the proportion of women from 13.9% to 16.1%, achieving the 16% target set in 2024, a year earlier than anticipated.

Whilst the majority of our recruits continue to be predominantly male, we have actively committed to promoting careers in construction for women. As a result, our apprentice cohorts have averaged a female proportion of 25%. This statistic compares favourably with our overall proportion of women, telling us that we need to continue to work to actively promote careers in our sector and our business to women. With this long-term view and grassroots approach, we believe these benefits will be realised with increases in the proportion of women in our senior roles in the years to come.

We have enhanced our family-friendly policies (enhanced maternity, paternity, adoption pay) providing greater financial security to women, preventing them from choosing between their families and a career with our business. We have seen several of our colleagues utilise these benefits in the last year, enabling them to spend precious time with their families whilst retaining secure and flexible employment.

In 2025, we are taking further action by creating a “Women in Lindner” forum, focused on listening to the voices of our employees, finding solutions and driving the positive change we are committed to bringing about in our sector.

As we have previously stated, we believe that there is 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).



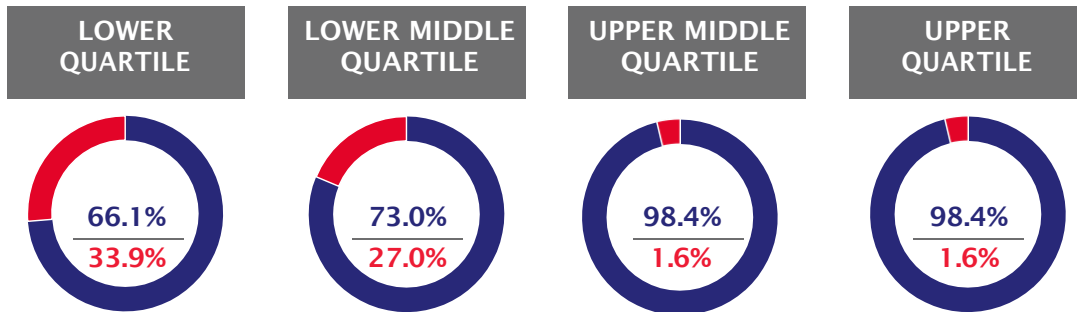
GAVIN HAMBLETT
MANAGING DIRECTOR

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

MEAN & MEDIAN HOURLY PAY: These figures have sadly increased when compared to the last reported data. However, we have identified the impact of higher proportions of new early career hires being female (typically lower paid roles), which we believe long-term will reduce these gaps by increasing our proportion of women.

DIFFERENCE BETWEEN MALES & FEMALES	MEAN (AVERAGE)	MEDIAN (MIDDLE)
GENDER PAY GAP	39.8%	39.7%

PAY QUANTILES: Proportion of Men and Women in each quartile: (Each quartile contains 62 employees)



UNDERSTANDING THE GAP: We are starting to see the positive effect of our apprenticeship scheme and the flexible working opportunities that we offer, which are attracting a greater proportion of women. This is demonstrated by both our lower quartile % and lower middle 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 increased by nearly 3% since our last report, which is incredibly positive. As we continue to develop those who have joined in recent years, we hope to see an upward trend in both the Upper Middle and Upper quartile as these employees develop and progress in their careers.

OUR INTENTIONS: We believe 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 contribute, 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 to improve our understanding of our customers and the environment in which we work.
- Promoting fairness, inclusion and respect (FIR) amongst our teams to create an environment in which people feel both safe and happy to work in, 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 20% of the total workforce by end of 2028.