

Harlow

Timber Group



UK GENDER PAY GAP REPORT -HARLOW BROS HOLDINGS LIMITED

2020

GENDER SPLIT OF HARLOW GROUP EMPLOYEES

From 2017 Employers with 250 or more employees must publish and report specific figures about their Gender Pay Gap

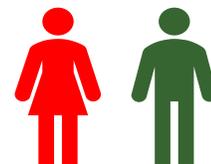
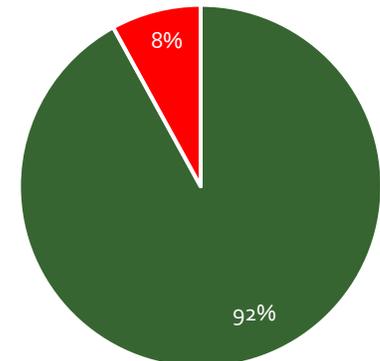
What is Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women.

There are six declarations that must be made:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females Receiving a Bonus
- Proportion of Males and Females in Each Quartile Band

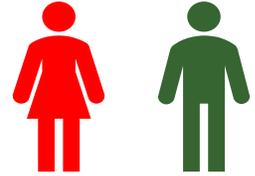
“Our gender pay gap data challenges us to reinforce our determination to recruit and select fairly, without discrimination; and, to encourage and support our workforce to develop in the career path of their choice.”



The Harlow Group consist of 504 employees across the Midlands and Essex.

There are four operating companies within the Harlow Bros Holdings Group

Harlow Bros Ltd, Harlow Timber Systems Ltd, Harlow Kidderminster LLP and Harlow Timber Systems (Eastern)Ltd.



What Is Our Gender Pay Gap at Harlow?

The information presented below is a combined population of Harlow employees across the Harlow Holdings Group.

The following data is Women’s earnings expressed relative to men’s earnings.

Mean Gender Hourly Pay Gap

5.0%

Women earn more per hour

Median Gender Hourly Pay Gap

9.3%

Women earn more per hour

Mean Bonus Gender Pay Gap

-50.2%

Men earn higher bonuses

Median Bonus Gender Pay Gap

-58.4%

Men earn higher bonuses

The data has been collected at a snapshot date of 30th March 2020, when our workforce consisted of 38 women and 466 men.

In common with the Building and Timber industry our work force is predominantly male however, with most of our females in office and sales roles this has a positive impact on our gender pay gap.

The gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019.

**Source: Office for National Statistics, Gender Pay Gap in the UK: 2020*

Having a predominantly male team in the production side to our business this has greatly affected the Bonus Gender Pay Gap due to manufacturing and attendance related bonuses.

“We understand that we must build and develop our representation of females in the Building and Timber industry, and in traditionally male roles”.

Proportion of Males and Females Receiving a Bonus

Males 77.7%

Females 36.8%

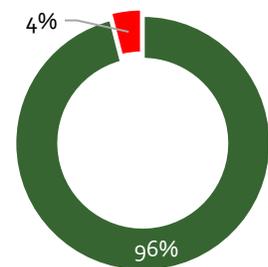
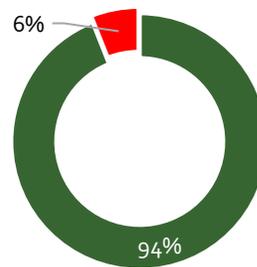
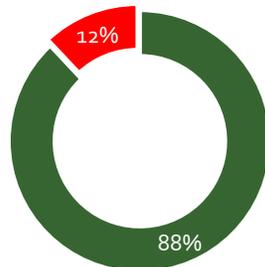
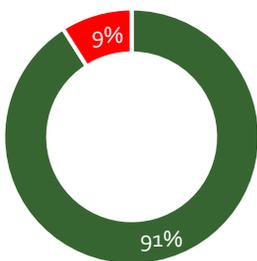
Proportion of Males and Females in Each Quartile Band

Top Quartile

Upper Mid Quartile

Lower Mid Quartile

Lower Quartile



Robert Harlow - Executive Chairman



Useful Information:

ACAS guidance on Gender Pay Gap Reporting provides a full description of the reporting requirements, the distinction between Gender Pay Reporting and equal pay and links to useful communication materials:

www.acas.org.uk/index.aspx?articleid=5768

The Women's Business Council provides some helpful resources to help improve gender diversity:

<https://womensbusinesscouncil.co.uk/>

The UK's leading charity campaigning for gender equality and women's rights:

www.fawcettsociety.org.uk/

To view this information on our website along with other policies please visit:

www.harlowbros.co.uk

“We strive to be an equal opportunities and equal pay employer”

Thank you for taking the time to review our Gender Pay Gap data.

We have combined our gender pay gap data for our four trading companies within the Harlow Holdings Group.

We strive to be an equal opportunities and equal pay employer, assessing every existing and potential employee purely on their aptitude for the role and the quality of their work.

In our office-based teams both males and females occupy a range of apprenticeship, clerical, sales, technical, professional and management positions. Our mean gender pay gap at 5.0% higher for females reflects the skills and experience they bring to our team.

The greater part of our team, 75%, are non-office based and are engaged in machining, stock handling, order fulfilment, driving and construction roles, a group which is almost exclusively male. This group attracts a very high proportion of the bonuses we pay, as they are typically rewarded with attendance bonuses, and in some cases productivity bonuses.

Our gender pay gap data challenges us to reinforce our determination to recruit and select fairly, without discrimination; and, to encourage and support our workforce to develop in the career path of their choice.

We thank all our team for their great efforts and the pride they take in maintaining and growing our business, whilst helping to keep us safe and well.

Robert Harlow

A handwritten signature in black ink, appearing to read 'R Harlow', written over a horizontal dotted line.