



EQUIPMENT

GENDER PAY REPORT

2019



This is our third year of publishing our gender pay gap which is defined as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. The Company demographics are largely unchanged and we continue to reflect the engineering sector and Materials Handling industry as a whole, which consists of significantly more males than females.

Our gender pay gap results should be considered in the context of this distribution as the predominance of males to females has a significant influence on our overall gender pay gaps.

KEY FINDINGS: GENDER PAY GAPS

Our overall mean gender pay gap continued to be 19% which is slightly higher than the Office of National Statistics (ONS) estimated national average of 17.3% among all employees (ONS Oct 2019).

The composition of our business – with more males in technical and senior roles – means our average male salary (median and mean) is higher than our average female salary. We have a significantly higher proportion of females in more administrative roles.

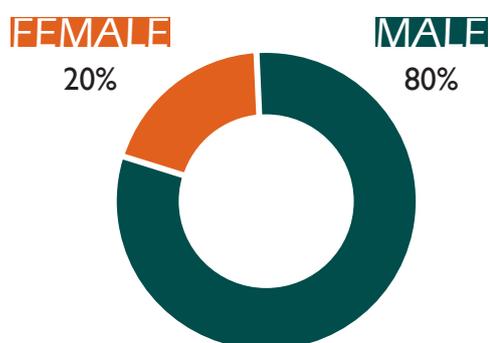
The biggest differentials in gender distribution are in the top three quartile bands. This is due to the workforce demographics of over 70% of the employee population being engineering and technical roles that are held predominantly by males and these roles are better rewarded to recognise the skills and experience required.

The 2019 report also includes employees from smaller, acquired businesses that joined the Group during the year. These companies also comprise more males and this is especially true in all senior roles of the businesses we have acquired.

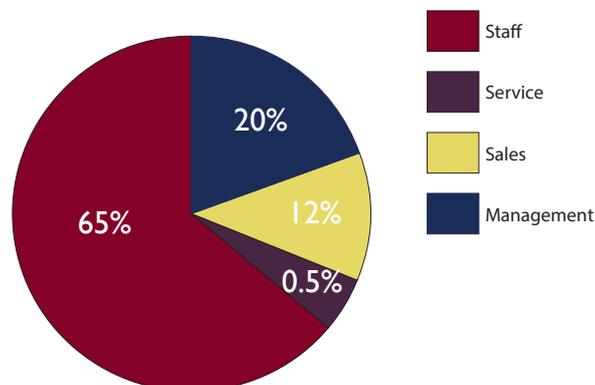
DIFFERENCE IN HOURLY RATE OF PAY

MEDIAN	MEAN
17%	19%

OUR GENDER DISTRIBUTION



OUR FEMALE ROLE DISTRIBUTION



PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND

QUARTILE	FEMALE	MALE
Upper	14%	86%
Upper Middle	9%	91%
Lower Middle	12%	88%
Lower	44%	56%

KEY FINDINGS: BONUS PAY GAPS

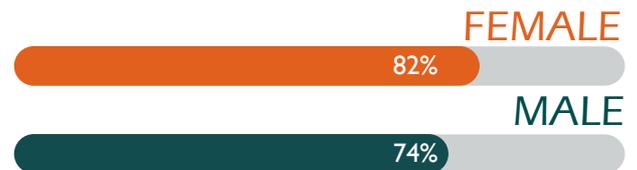
In 2019 we shared a bonus with all eligible employees receiving an equal sum for the successful achievement of collective business objectives. This has significantly reduced our mean and median bonus gender pay gaps to 26% and 0% respectively. Over 80% of all employees received a bonus to acknowledge the role they played to support the growth of the business.

All performance related bonus plans within the Company are subject to clearly documented principles and targets to ensure fairness and transparency in terms of how they are operated.

BONUS PAY GAP

MEDIAN	MEAN
0%	26%

PROPORTION OF EMPLOYEES RECEIVING A BONUS



WHAT ARE THE FACTORS AFFECTING SOME OF THE PAY DIFFERENCE?

Engineer roles are male dominated and tend to receive more variable pay by way of standby, callout, shift premiums and lead generation bonus payments, which therefore has an impact on the hourly rate.

We operate many family friendly policies such as Shared Parental Leave, Emergency Care (for children and adult dependant care) and Flexible Working. More women continue to take advantage of these policies than men.

Fewer women hold the most senior positions within our business and females are more densely populated in lower paid roles.

Briggs Equipment is committed to paying all employees equally regardless of gender or any other differentiating characteristic.

OBJECTIVES

We have identified three key areas to address in response to the gender pay gap results previously reported. The below objectives have been developed to describe the over-arching commitments we will make and form part of our overall approach to diversity.

OBJECTIVE 1: TO EMBED AN EQUALITY AND DIVERSITY STRATEGY.

Develop further our candidate attraction strategies that promote diversity and equality in Briggs to ensure that the widest possible pool of candidates are encouraged to apply for available roles with a focus on those in under-represented groups.

Activities:

- Review candidate attraction strategies to encourage applications from those in under-represented groups.
- Attracting more candidates by ensuring all job adverts have gender neutral language
- Using more female and people from diverse backgrounds in internal communications to demonstrate visible role models
- We will review how we can support different ways of working including alternative working hours and remote workers.
- Continued Wellbeing promotions including our cash benefit healthcare scheme, gym membership deals, financial (including pension) and mental health support.
- Focus on a female talent development pipeline

OBJECTIVE 2: TO DELIVER PROACTIVE LEARNING AND DEVELOPMENT INITIATIVES TO LEAD TO INCREASED OPPORTUNITIES FOR ALL.

Deliver appropriate learning and development to ensure that a pipeline of suitably experienced and capable candidates is available for consideration for promotion into more senior roles with a focus on those in under-represented groups.

Activities:

- Further develop access to mentoring, training and development opportunities to encourage and promote progression into more senior roles.
- Development of career development pathways, including for lower-paid groups to encourage individual career development.

OBJECTIVE 3: TO IMPLEMENT EFFECTIVE HR SYSTEMS TO MONITOR EQUALITY.

To implement systems and processes to ensure all staff are being remunerated fairly.

Activities:

- To embed a job evaluation system to underpin all pay and reward structures and to ensure that all negotiated individual levels of pay remain within pay grades. This will also allow us to demonstrate full transparency across the business for promotion, pay and reward processes.
- We will introduce an annual equal pay audit to check for any potential gender bias.
- Introduction of a Remuneration Committee to ensure consistency is applied in the creation of all new roles and to approve pay increases outside of the annual Pay Review process.

STATEMENT

I confirm that our gender pay gap calculations are accurate and meet the requirements of the Regulations.

PETER JONES
GROUP MANAGING DIRECTOR
10 FEBRUARY 2020

