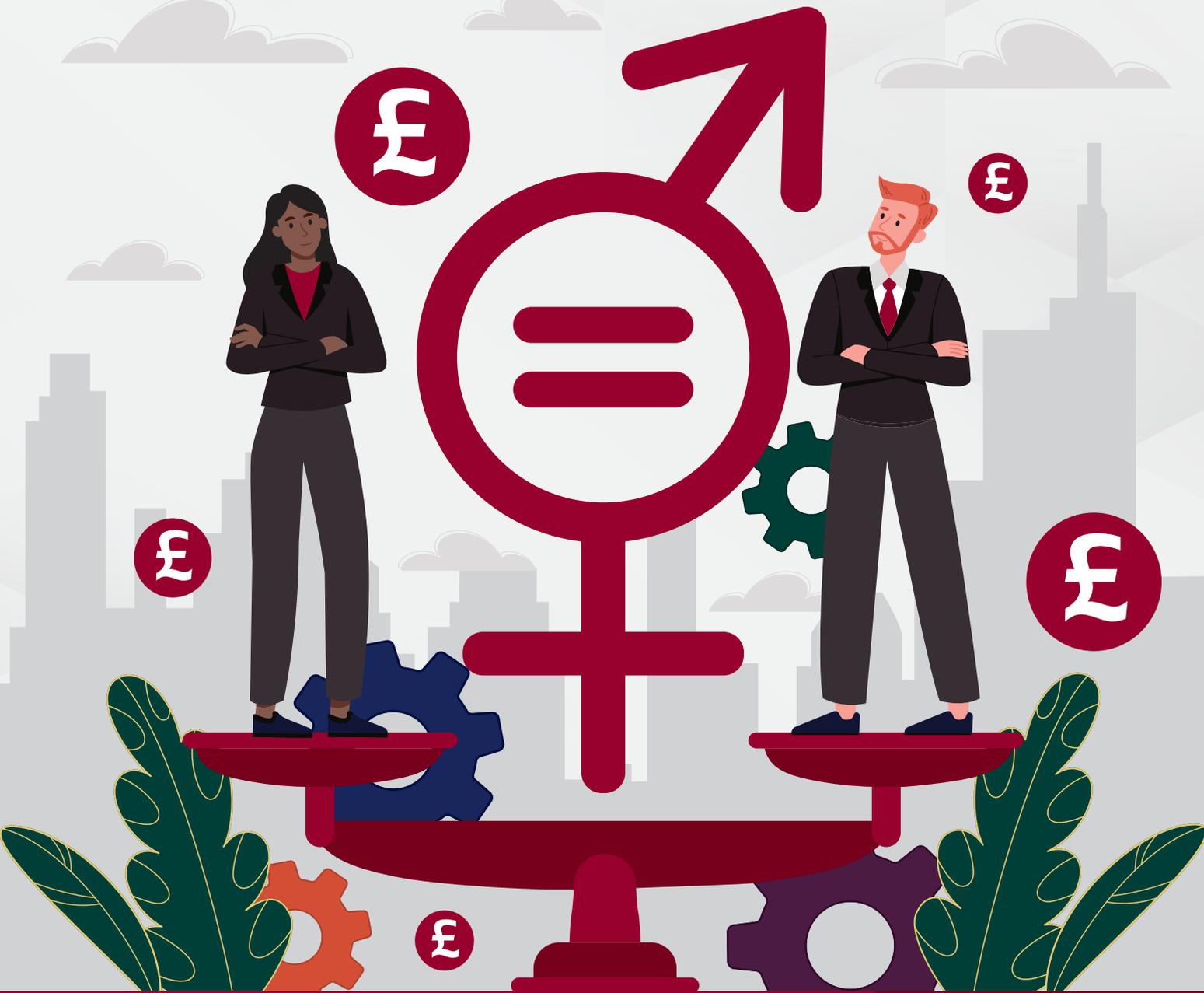


# BRIGGS

## EQUIPMENT



# GENDER PAY REPORT

# 2023

**BE SAFE**  
Safety First

**Build Trust**

**Easy To Work With**

**Innovate & Improve**

**It's Our Business**

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. The company demographics are largely unchanged from previous years where 80% of the population is male, 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

The Briggs Group overall average gender pay gap has reduced from 17.5% in 2022 to 10.4% in 2023. This is the first time that Briggs Group has reported a Gender Pay Gap (mean) as lower than the national average, which is reported as 14.9% among all employees (ONS 2022).

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 and customer service-based roles. However, the gap has reduced slightly from 24.2% since we first started reporting in 2017.

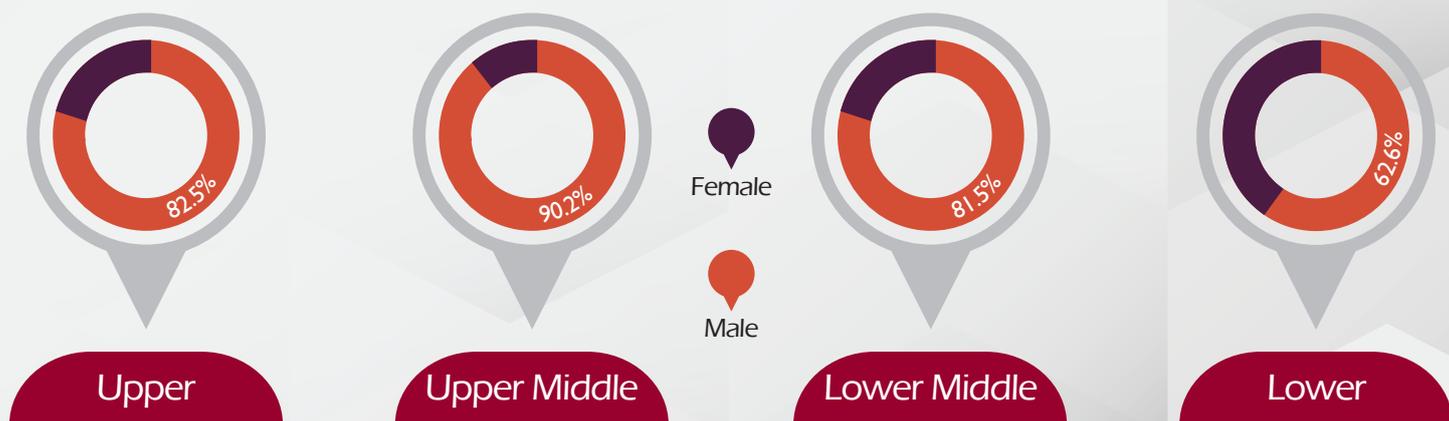
### **The biggest differentials in gender distribution are in the top three quartile bands.**

This is due to the workforce demographics of more than 70% of the employee population being engineering and technical roles. These roles are held predominantly by males, who receive higher rates of pay to recognise the skills and experience required to complete the role.

Since reporting requirements began, Briggs Group has grown significantly as a result of acquisitions of smaller, regional businesses that are comprised of more males. This is especially true in all senior roles of the businesses we have acquired. The reducing trend of the gender pay gap has been impacted by this change in employee demographics due to the acquisition of new Group businesses and their employee demographics. Our legacy business has experienced a more rapid reduction in the Gender Pay Gap when viewed separately from this data.



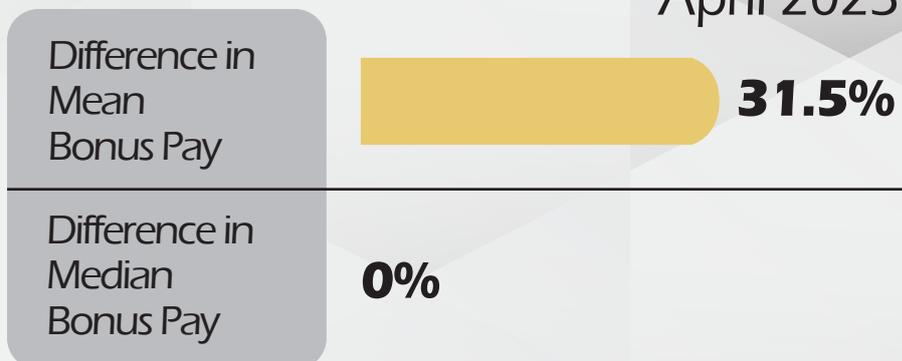
## Proportion of M&F employees according to quartile pay bands



## Key Findings: Bonus Pay Gaps

In 2023 we made a payment under profit share to all eligible employees. Payment under this scheme was made in recognition of achievement of collective business objectives for 2022. This is demonstrated in the report whereby large numbers of employees received bonus pay. For those employees who are eligible to receive performance related pay, this is subject to the objective evaluation of the role, together with clearly communicated principles and targets to ensure fairness and transparency in application.

April 2023



### Proportion of M&F employees receiving bonus pay



## What are the factors affecting some of the pay difference?



Engineer roles are male dominated and receive more enhancements to variable pay by way of standby, callout, shift premiums and lead generation bonus payments, which increases the average hourly rate.

Fewer women hold senior roles as a proportion of head count within our business and females are more densely populated in lower paid administrative and customer service roles.



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.



Briggs Equipment Group is committed to inclusivity and pay equality. Employees are treated equally regardless of gender or any other differentiating characteristic.

ALISON FIELD, Group HR Director



## Objectives

# 1

## EQUALITY, DIVERSITY AND INCLUSIVITY

Further develop our candidate attraction strategies that promote equality, diversity and inclusivity. To ensure that the widest possible pool of candidates is encouraged to apply for available roles, with a focus on those in under-represented groups.

### Activities:

- Continue to review and implement candidate attraction strategies to encourage applications from those in under-represented groups, and ensuring all job adverts have gender neutral language.
- We will continue to review how we can support hybrid working. This will include alternative working hours and remote workers, which has been highlighted through the work completed during the pandemic.
- Continued wellbeing promotions, including our cash benefit healthcare scheme, gym membership deals, financial and wellbeing support.
- Regular pension awareness and education sessions to raise awareness of long term financial planning to maximise the value of this benefit.

# 2

## PROACTIVE LEARNING AND DEVELOPMENT INITIATIVES

Deliver appropriate learning and development initiatives to deliver increased opportunities for all. Ensure that a pipeline of suitably experienced candidates is available for consideration for promotion into more senior roles, with a focus on those in under-represented groups, and ensuring all job adverts have gender neutral language.

### 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.
- Increased focus on succession planning and talent management to ensure we are maximising all opportunities for our teams to develop.

# 3

## EFFECTIVE HR SYSTEMS TO MONITOR EQUALITY

Systems and processes are implemented to ensure all staff are remunerated equally.

### Activities:

- We are implementing a Group wide Digital Transformation programme, which includes opportunities to effectively review our employee data and proactively influence trends. This will ensure fairness and consistency across all Group entities.
- A Remuneration Committee is in place to ensure consistency is applied in the creation of all new roles, and to approve pay increases outside of the annual Pay Review process.



I confirm that Briggs Equipment UK Limited is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.

**PETER JONES, Group Managing Director**

