

NAYLOR

**NAYLOR
INDUSTRIES
PLC**

**GENDER
PAY GAP
REPORT**

2023



Opening Statement

Naylor Industries plc is a long-standing, award-winning British manufacturer of building and construction products including plastic pipes and concrete products. We employ circa 390 employees across 7 sites in the UK. The Equality Act 2010 under regulations made in 2017 requires us to publish specific Gender Pay Gap information. This should not be confused with equal pay. Naylor Industries plc is committed to reporting on an annual basis on its actions to reduce the gender pay gap and the progress that it is making.



For the purpose of this report, the figures are taken from the pay period into which 5 April 2023 falls. This is reflected in our gender pay gap figures below:

Mean and Median Gender Pay Gap

The difference in our **Mean Gender Pay Gap** is **0.29%** (positive- ie under this measure men earn fractionally more than women). The context is the mean gender pay gap in the 2 previous years which was greater and negative (women earning more than men):

- 2022: -7.34%
- 2021: -24.31%

The 2023 figure indicates that the gap has been closed: women and men earned almost exactly the same.



The difference in our **Median Gender Pay Gap** is **-14.96%** (negative- ie under this measure women earned more than men). This reflects the fact that women are disproportionately represented in clerical/managerial roles and underrepresented in operative roles.



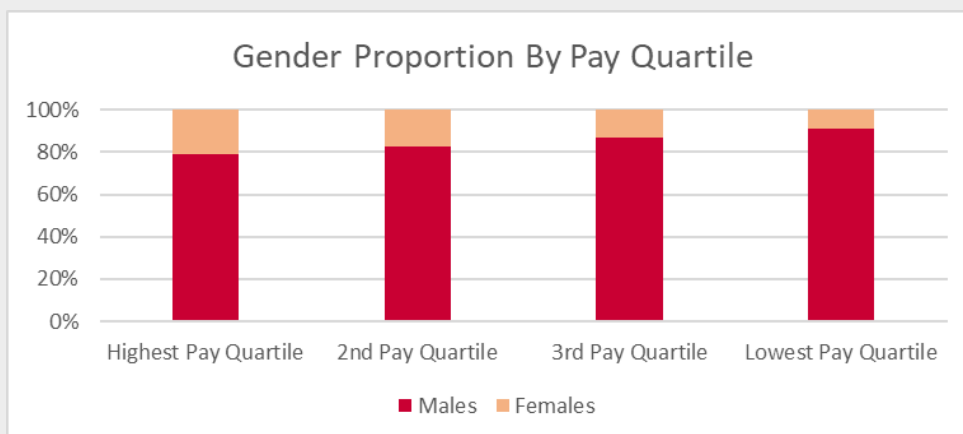
We are fully aware that our workforce is predominantly male (82% male, 18% female) which reflects the historic demographic of heavy manufacturing and our sector and we are working to address this, aiming for a greater female representation at operative level.

Bonus Pay Gap

Bonuses are not a significant element of the remuneration mix at Naylor: the proportion of men and women who received bonus pay was just 6.35% of females and 3.58% of males. A positive **Mean Gender Bonus Gap** of 30.78% (ie under this measure men earned more bonus than women) reflects the higher number of males in senior and sales roles receiving bonus payments. The difference in our **Median Gender Bonus Gap** is 0.00% meaning we have equal pay at a median level which reflects our operational reward structure

Pay Quartiles

The proportion of male and female employee in each quartile band is as follows:



The percentage of males to females in the above quartiles again reflects the make-up of the organisation as a whole, where we generally employ more males than females, particularly in operational roles.

Overall comments and conclusion

- Females continue to be well represented in senior roles. The introduction of coaching and mentoring programmes has supported and facilitated the progression of talented females. Conversely, initiatives are underway to address the underrepresentation of females in operations including automation to reduce manual handling and the introduction of more “family friendly” shift patterns. We are now seeing a gradual shift as more females apply for manufacturing roles.
- At a grass roots level, we support local schools and colleges and share the success stories of our female role models. In doing so, we aim to encourage the next generation of females to consider a career in manufacturing and engineering which have historically (incorrectly) been seen as male preserves.
- Our ambition is to have an open and inclusive culture for all our people. Together with our Senior Management team, we are committed to attracting, retaining and developing a diverse workforce that is reflective of the communities in which we operate. The Office for National Statistics declare gender pay as declining slowly over time, with a UK average gender pay gap of +7.7% in 2023. We are therefore pleased to report a narrow gender pay gap.



I, Edward Naylor, Chief Executive Officer confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'E Naylor'.

Edward Naylor

CEO

March 2024
