



EVEREST LIMITED GENDER PAY GAP REPORT

APRIL 2019

INTRODUCTION

At Everest we believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish the information required under the Equality Act 2010 (Gender Pay Gap Information) regulations 2017 that shows gender pay gap levels within our business.

The statutory reporting information were compiled using the standard methodologies set out in the Regulations based on the 'snapshot date' of 5 April 2018, with reference to the ACAS guidelines where appropriate.

GENDER PAY GAP

OUR MEAN GENDER
PAY GAP

30%

OUR MEDIAN GENDER
PAY GAP

29%

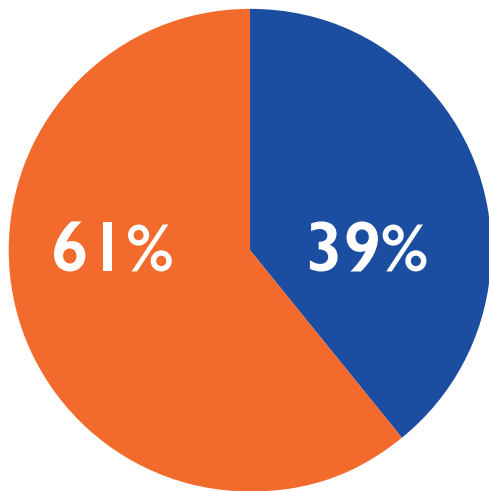
The above table shows the gap between the average pay of men is greater than the average pay for women within our organisation.

The gender pay gap is not about equal pay for men and women doing the same job. It is about calculating the difference in average earnings. The gender pay gap looks at all jobs, all levels and all salaries within the organisation. This means the gender pay gap paints a picture of the level of roles that women carry out in our organisation.

Improving our gender balance and closing our gender pay gap is an important part of this journey but this is a historically male-dominated industry in which our recruitment activity attracts predominantly males.

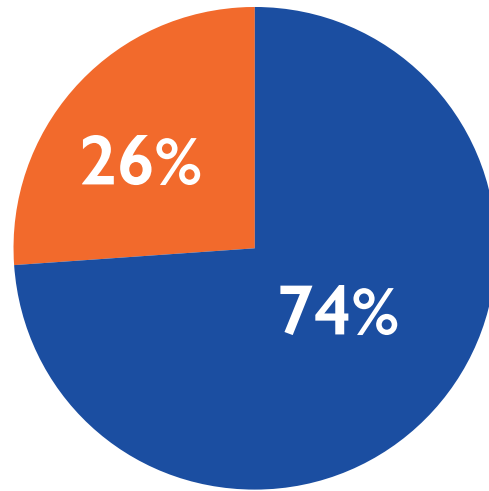
PAY QUARTILES BY GENDER

LOWER QUARTILE



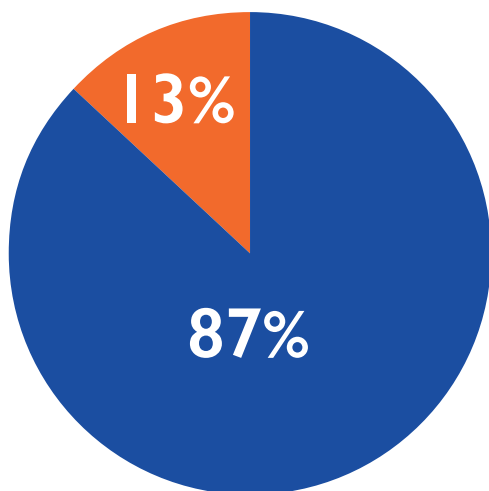
MALE FEMALE

LOWER MIDDLE QUARTILE



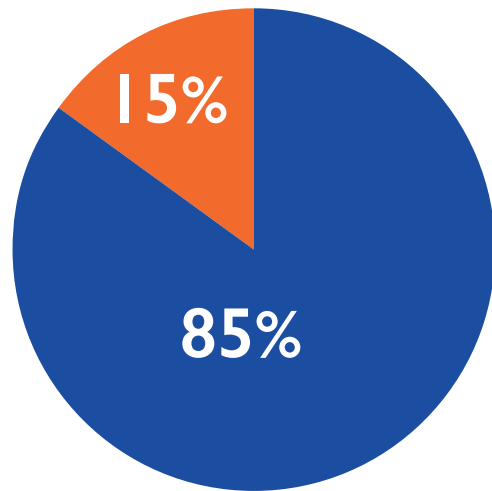
MALE FEMALE

UPPER MIDDLE QUARTILE



MALE FEMALE

TOP QUARTILE



MALE FEMALE

This data shows the male to female split of our workforce in each pay quartile. It was established by ranking out the whole workforce in order of hourly pay from lowest to highest and then dividing them into four equally sized pay quartile groups from the payroll listing, following which the proportions of men and women in each of the quartiles were calculated.

The gender splits in each of the quartile bands are represented of our overall male to female ratio (blue for Male and orange for Female). Traditionally sales and technical roles have not been an area that females have entered into when selecting a career and we tend to see at the lower end of the quartile there are a higher percentage of females for the less technical roles.

BONUS GENDER PAY GAP

This section reports on the differences in mean and median bonus pay between men and women in our organisation who received bonus pay in the reporting year.

MEAN BONUS GENDER PAY GAP

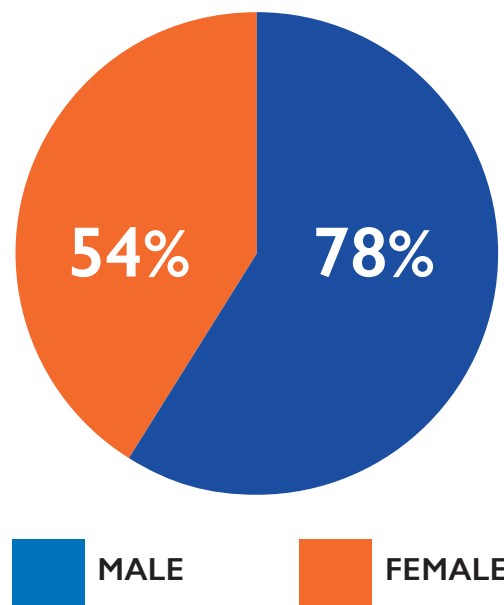
70%

MEDIAN BONUS GENDER PAY GAP

48%

The table below shows the difference between the proportion of men and women who received a bonus payment in the reporting year.

PROPORTION OF MALES V FEMALES RECEIVING BONUS



WHAT ARE WE GOING TO DO?

Our analysis tells us that under-representation of women is the main driver for our gender pay gap and there are no quick wins to closing the gap. Over the coming 12 months we will be looking at:-

- Revisiting our recruitment strategy and rewording adverts to attract females into under-represented roles;
- Shortlist candidates that is both balanced and diverse;
- Investing more in supporting and progressing our female talent into more senior roles;
- Updating our flexible working policy/look at our maternity terms
- Evaluate job roles and pay grades and bonused roles as necessary to ensure a fair structure
- Promote females in Construction in general