

Caval Ltd Gender Pay Gap Report April 2018

Under the Equality Act 2010 Regulations 2017, organisations with 250 employees or more must report on their Gender Pay Gap.

Caval's Gender Pay Gap figures are as shown below:

| | |
|---|---|
| Mean Hourly rate of pay | Females earn an average 14.5% per hour more than males (16.0% April 2017) |
| - Internal staff | Males earn an average 33.8% per hour more than females |
| - Operatives | Males earn an average 21.3% per hour more than females |
| Median Hourly rate of pay | Females earn an average 10.4% per hour more than males (22.6% April 2017) |
| - Internal | Males earn an average 24.1% per hour more than females |
| - Operatives | Females earn an average 2.5% per hour more than males |
| Mean Bonus pay (internal staff only) | Males earn an average 76.8% more than females (27.1% April 2017) |
| Median Bonus pay (internal staff only) | Males earn 137.2% more than females (16.1% April 2017) |
| Percentage of males who received a bonus | 5.0% (4.9% April 2017) of total relevant male workforce 84.2% of internal male staff |
| Percentage of females who received a bonus | 58.3% (50.0% April 2017) of total relevant workforce 73.7% of internal female staff |

| Quartile information | Male | Female |
|----------------------|--------------------|-------------------|
| Upper | 89.5% (92.3% 2017) | 10.5% (7.7% 2017) |
| Upper Middle | 89.5% (94.5% 2017) | 10.5% (5.5% 2017) |
| Lower Middle | 96.5% (100% 2017) | 3.5% (0.0% 2017) |
| Lower | 96.5% (93.4% 2017) | 3.5% (6.6% 2017) |

As a supplier of labour to the construction industry, our agency worker headcount is male dominated (1.6% of our relevant operative workforce is female, increasing from 0.9% in April 2017). We are committed to placing strong candidates, regardless of their gender and would always consider females for placements. We are pleased to say there are numerous industry initiatives to bring more women into the construction industry and we welcome these initiatives.

Within the relevant internal staff, we have a 50/50 split of male to female. 50% of our senior management team is female (40% 2017). We operate the same bonus scheme for all employees irrespective of gender. The scheme is uncapped, providing equal access to bonus payments based purely on performance. Recruitment and development decisions continue to be made solely on the basis of suitability of the individual's skills, experience and ability to do the job. Internally, we employ a number of working parents (female and male) who work reduced hours to provide flexibility.

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