

# Arnold Laver

## Gender Pay Gap Reporting 2019

Arnold Laver & Company Limited is committed to being an inclusive employer that reflects the diversity of our customers and suppliers. We are committed to gender equality and providing equal opportunities for all our employees regardless of gender.

### Our reporting figures:

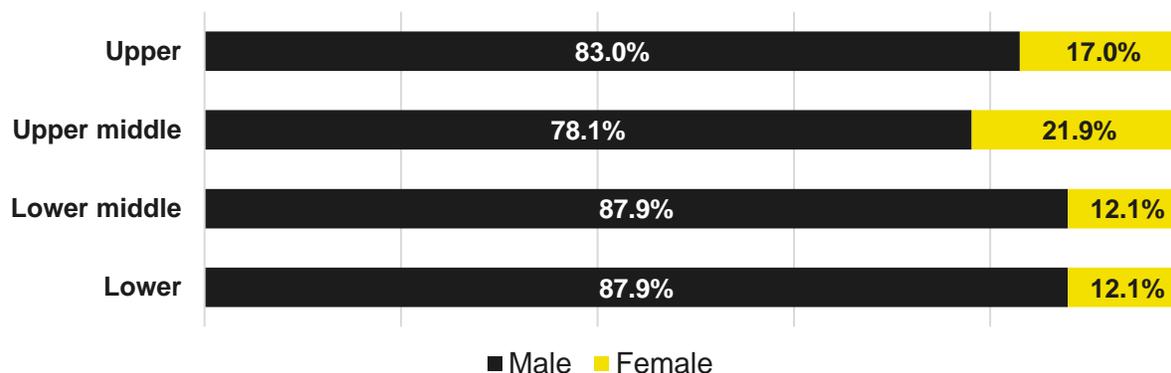
#### Pay gap figures

	2019	2018
Mean pay gap	1.0%	5.9%
Median pay gap	-8.7%	-6.5%

#### Bonus gap figures

	2019	2018
Mean bonus pay gap	73.9%	76.9%
Median bonus pay gap	68.0%	74.6%

#### Proportion of employees in each pay quartile



#### Proportion of employees who received a bonus



# *Arnold Laver*

## **Our plans on diversity**

As is traditional for many companies within the construction sector, we employ a higher proportion of men than women across most roles in our organisation. We are striving to improve this balance and our initial activities, focused on recruitment and development, are already beginning to have an impact on the diversity of our workforce as well as our pay gap figures. This is a key long-term objective for Lavers, and we will continue to monitor and implement new initiatives in this area.

## **Is this the same as Equal Pay?**

The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. This is not the same as Equal Pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The factors influencing the gender pay gap include the distribution of males and females between roles, experience, tenure and geographic location.

## **How do our figures compare to the wider UK?**

We are pleased that both the mean and median pay gap figures at Lavers are lower than the UK national median pay gap of 17.3% and the UK national mean pay gap of 16.2%.

## **Statement**

We confirm that the information provided in this report is accurate and is in line with the statutory requirements.

**Marc Bertrand**  
**Group HR Director**

April 2020