

Gender Pay Gap Reporting

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men per hour. Gender pay differs from "equal pay" which looks at pay differences between people carrying out the same or comparable work.

This is the fifth year that Hargreaves Services plc and its subsidiaries ("the Group", "Hargreaves") has published its gender pay gap. The Group employ approximately 850 employees within the UK.

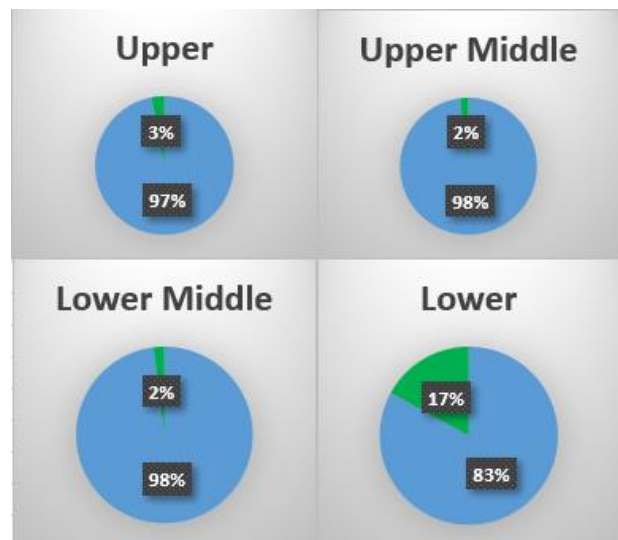
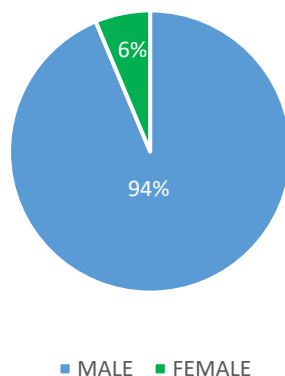
We now only have one company in the UK with employees of over 250, being Hargreaves Industrial Services Limited. Below is a list of the employees as of the 05/04/2021 snapshot.

Companies	Employees
Hargreaves Land	26
Tower Regen Ltd	3
Hargreaves UK Services	243
Hargreaves Industrial Services	523
Maxibrite	9
C A Blackwell	4
Blackwell Earthmoving Ltd	54

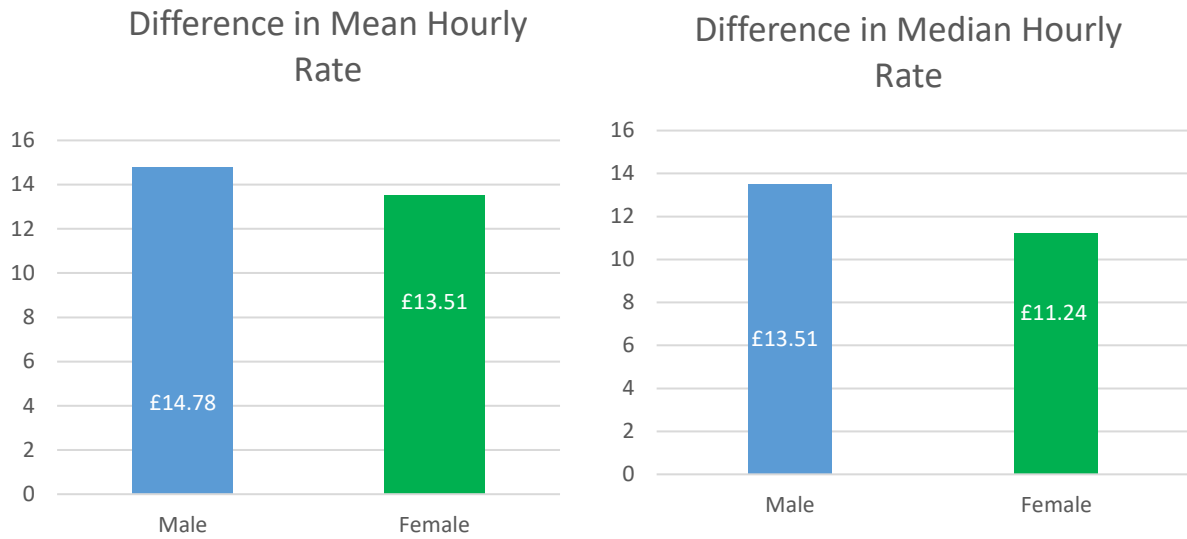
All of these figures have been calculated according to the gender pay gap reporting regulations. Hourly rates include basic pay, allowances and shift premium pay, but not overtime.

Hargreaves Industrial Services Limited Gender Pay Reporting (results published as at 5th April 2021)

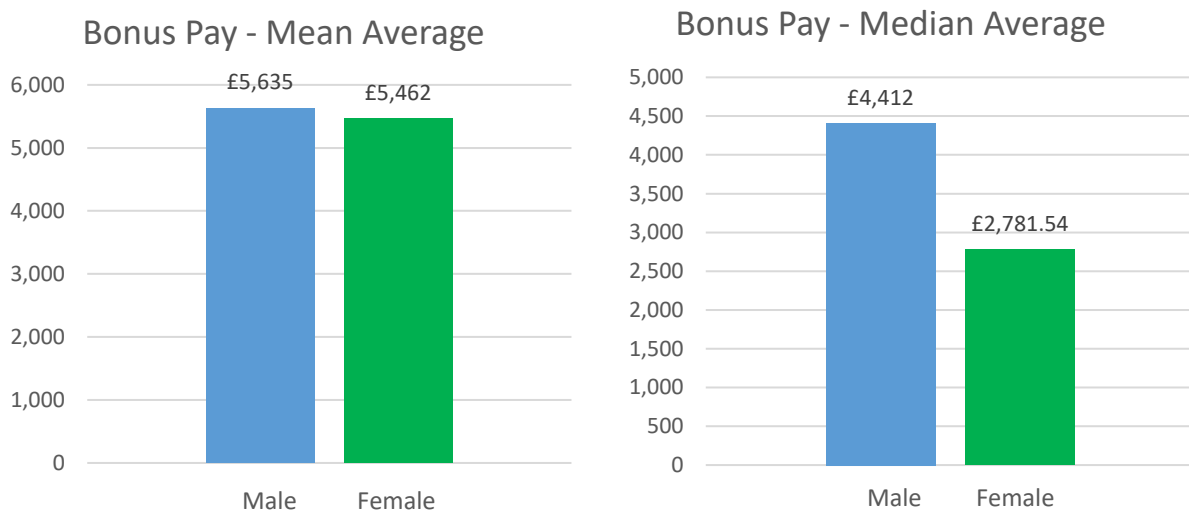
Hargreaves Group Gender Split



Hargreaves Industrial Services Limited gender pay gap, 5th April 2021 was 9.42%, compared to 6.83% in 2020.



Hargreaves Industrial Services Limited provides a range of industrial site services to the power generation, steel and other industrial sectors. The services engaged in are varied and include material handling and operations and maintenance. The company is predominantly male due to the transient nature of the works however, there are females in senior roles at the regional head office. The median gender pay gap was 24.61%, an increase on last year's 19.5%. This is partly due to 2 senior females being on maternity leave during the snapshot date and therefore excluded from the Mean and Median Hourly rates.



The split on bonuses show that the bonuses paid out to females is only slightly below the Mean average compared to the males. This demonstrates the representation of women in senior roles in Hargreaves Industrial Services Limited.

Summary

The causes of gender pay gap are varied and overlapping. The sectors Hargreaves operates in lead to more males applying for positions than females. However, this fifth year of data does demonstrate that there are no barriers for women to progress to senior roles with eligibility to receive additional remuneration i.e. bonuses. We hope that by publishing this information year on year, more women will be interested in a future with Hargreaves.

Transparency about our gender pay gap is important to us and we are committed to tackle the root causes behind the gap.

This statement on gender pay gap is accurate as of 5th April 2021.

Gerhardt Badenhorst

Payroll Manager