

# 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 ninth year that Hargreaves Services plc and its subsidiaries ("the Group", "Hargreaves") has published its gender pay gap. The Group employ approximately 1053 employees within the UK.

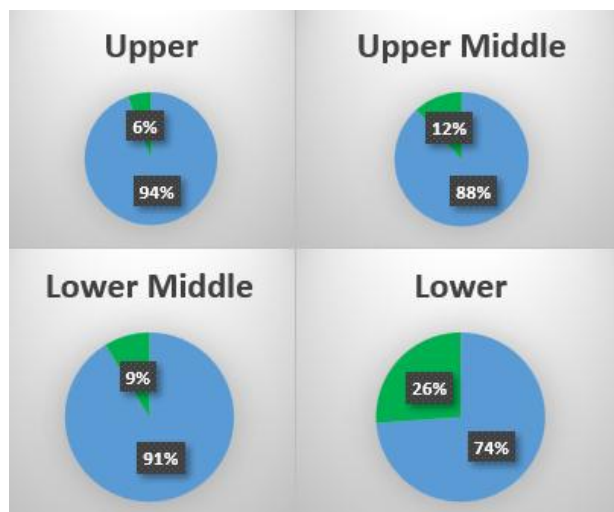
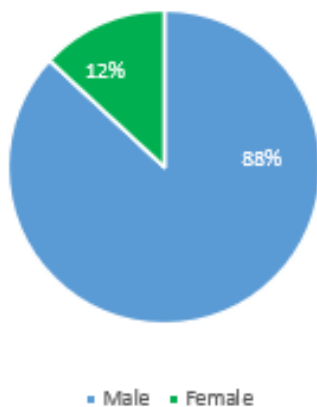
We have two companies in the UK with employees of over 250, Hargreaves Industrial Services Limited & Blackwell Earthmoving Limited. Below is a list of the employees as of the 05/04/2025 snapshot,

Companies	Employees
Hargreaves Land	34
Hargreaves UK Services	243
Hargreaves Industrial Services	495
Blackwell Earthmoving Ltd	281

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 Group (results published as at 5th April 2025)

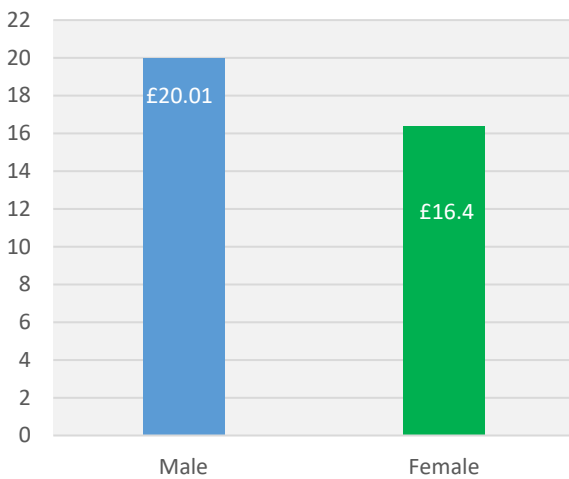
The below charts show the % Male and % Female employee split across all Hargreaves groups. The charts on the right show the % split within each Quartile based on all the hourly rates. Quartile pay band distribution is calculated by categorising the male to female ratio in each pay band. Women are represented in every category, however the largest % can be found in the lower quartile.



**The Hargreaves Group gender pay gap, 5th April 2025 was 22.02%**

The below chart shows the difference in mean (average) hourly rate between men and women. Within Hargreaves Group the main areas of work are in logistics, production and industrial service including material handling and maintenance. The majority of roles within these sectors are direct workers i.e. labourers, drivers, machine operators, shift work with irregular working patterns. The median gender pay gap was 8.70%.

**Difference in Mean hourly Rate**

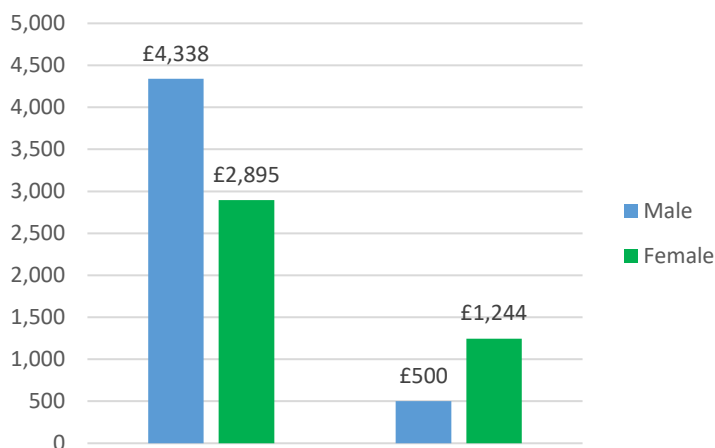


**Difference in Median Hourly Rate**



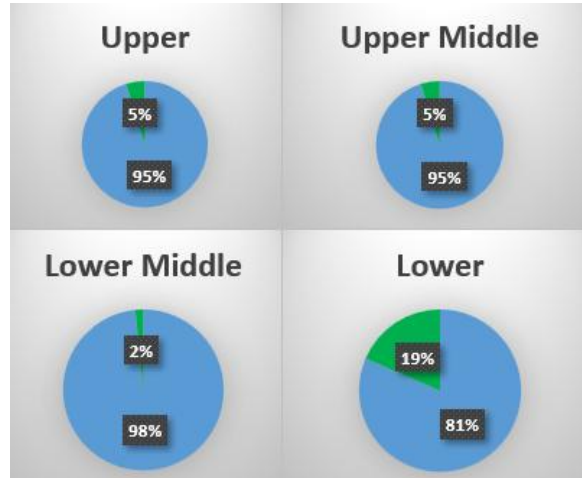
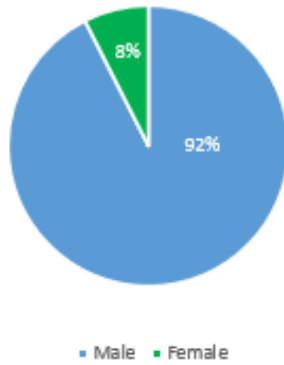
Whilst the hourly rates are higher for the males, the Median bonus average is higher for females. The % of females receiving a bonus (49%) is also greater than the % of Males receiving a bonus (30%)

**Mean Bonus      Median Bonus**



## Hargreaves Industrial Services Limited Gender Pay Reporting (results published as at 5th April 2025)

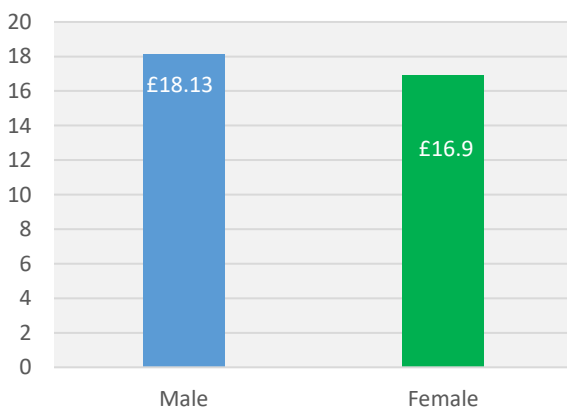
Hargreaves Industrial Services Ltd



**Hargreaves Industrial Services Limited gender pay gap, 5th April 2025 was 7.34%, compared to 6.54% in 2024.**

Hargreaves Industrial Services Limited provides a range of industrial site services to the power generation, specialist contractor delivering term services, EPC contracts 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 24.15%, a decrease on last year's 26.12%. The difference between the Mean and Median is mainly due to 41% of the females falling within the Lower Quartile.

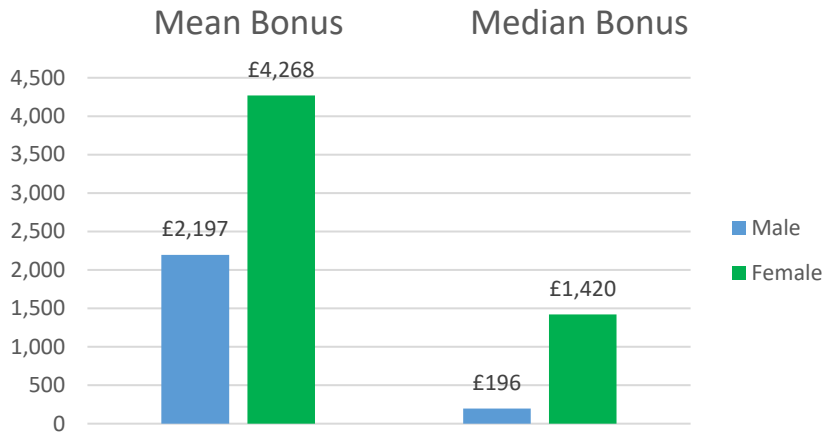
Difference in Mean hourly Rate



Difference in Median Hourly Rate

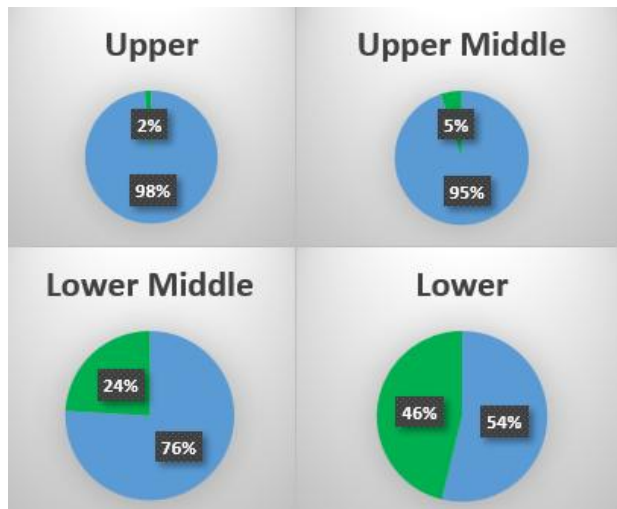
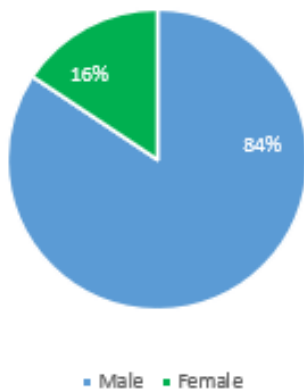


The split on bonuses show that the bonuses paid out to females is slightly higher in the Mean average compared to the males. This demonstrates the representation of women in senior roles.



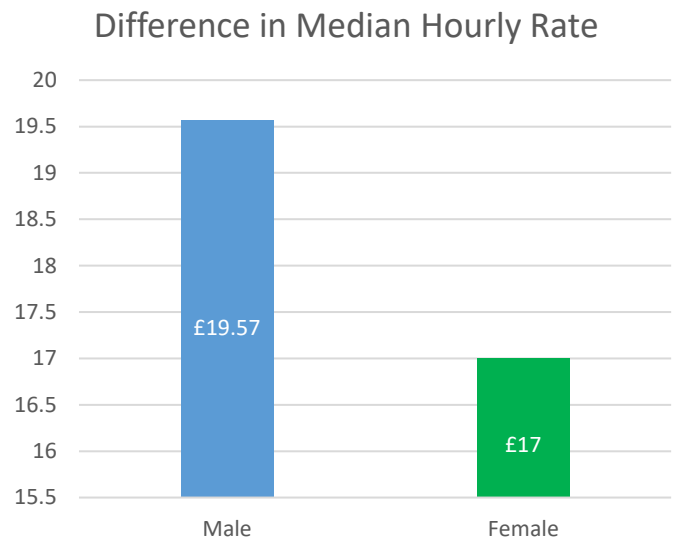
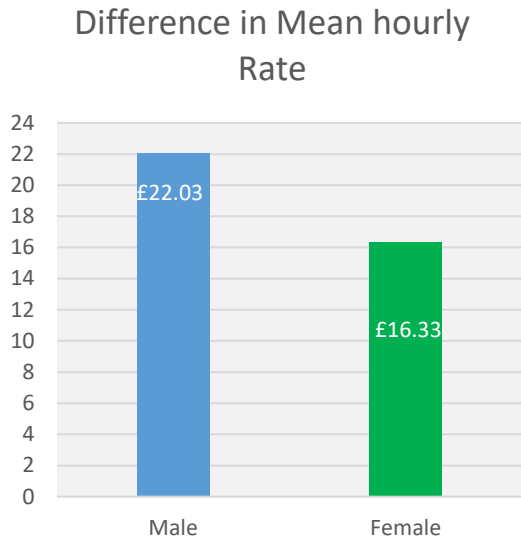
### Blackwell Earthmoving Limited Gender Pay Reporting (results published as at 5th April 2025)

Blackwell Earthmoving Ltd

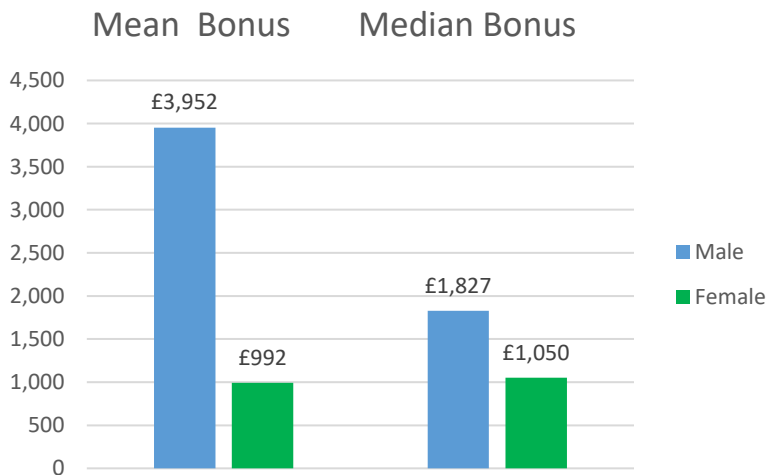


**Blackwell Earthmoving Limited gender pay gap, 5th April 2025 was 34.90%.**

Blackwell Earthmoving Limited are earth works contractors, suppliers of specialist earthworks, delivering a wide range of restoration and soil stabilisation services. The company is predominantly male due to the transient nature of the works. The median gender pay gap was 15.12% The difference between the Mean and Median is mainly due to 41% of the females falling within the Lower Quartile.



The split on bonuses show that the bonuses paid out to females is slightly higher in the Mean average compared to demonstrates the representation of women in senior roles.



## **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 eight 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 5<sup>th</sup> April 2025.

Bev Roe

Payroll Manager