



ENVIRONMENTAL RISK REDUCTION

Gender Pay Gap Report 2024





Gender Pay Gap Statement

As an employer of more than 250+ employees, Adler and Allan are required by law to undertake Gender Pay Reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are required to publish a gender pay gap statement by 4th April 2024. The Board of Directors has overall responsibility for promoting compliant practice in relation to equality in the workplace and upholding core principles of fairness and any related legal obligations. The Human Resources Director has been identified as being the appropriate person to sign this statement on behalf of the Company. We continue to make a strong commitment to the principles of equal pay and the elimination of any gender bias in salary structure, role allocation, recruitment & selection, promotion, and systems of pay.





What is the Gender Pay Gap?

The gender pay gap is the difference in average earnings between men and women regardless of the roles they do.

Gender pay differs from equal pay which looks at the actual pay differences between people carrying out the same or comparable work.

Adler and Allan acknowledges and complies with the requirement to publish the gender pay gap information between male and female employees. Our calculations have been carried out in accordance with the regulations using data collected on 5th April 2023.

We are committed to the principal of equal pay for all our employees and aim to identify and eliminate any bias in pay and reward related to any of the protected characteristics defined in the Equalities Act 2010.

The Adler and Allan Group aims to establish equitable and transparent pay and reward systems to inspire confidence among employees, prospective hires, and stakeholders. Our commitment extends to eliminating biases, achieving equal pay, and addressing other workplace inequalities.

We understand that workplace inequality and occupational segregation undermine the principles of workplace equality. Furthermore, we acknowledge the strategic importance of implementing fair and transparent pay and reward systems, which not only uphold these principles but also contribute to a better understanding of costs.

We recognise that the analysis of pay and reward and in some cases, the greater availability of part time and senior positions being available to all employees may have a positive impact on pay gap.



Our progress

This year we have embarked on a journey to strengthen our approach to ESG (Environmental Social and Governance).

Gender pay equity and Diversity, Equity, and Inclusion initiatives fall under the social aspect of ESG. By prioritising closing the gender pay gap and fostering diversity, equity, and inclusion, we demonstrate our commitment to social responsibility. Further details regarding our efforts to enhance diversity, equity, and inclusion can be found in our [ESG report](#).

In addition to the strategies outlined in our ESG report, we have recently implemented a new family-friendly policy. Our family-centric approach is designed to assist all parents as they navigate one of life's most transformative experiences, ensuring they receive the financial support they need during this period.

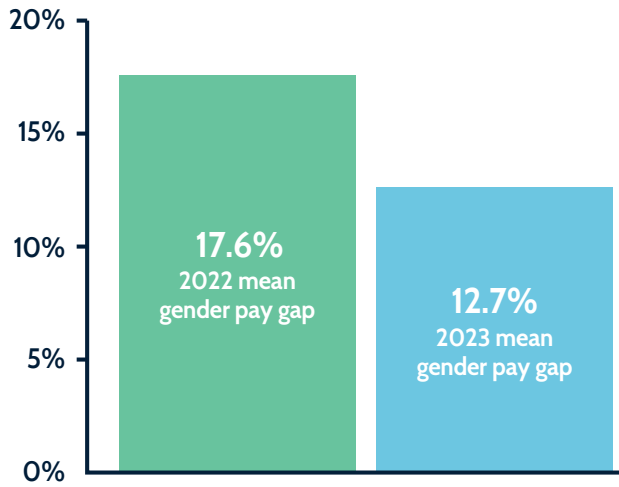
We are committed to facilitating a smooth transition back to the workplace. These measures are designed to provide practical and financial support to women, parents, and families, reinforcing our commitment to their well-being.

The recent launch of our *Making Waves* initiative further demonstrates our commitment to change and nurturing a workplace culture of equality, inclusivity, and respect. *Women Making Waves* aims to empower women in the workplace by providing opportunities to thrive, grow and excel personally and professionally, coming together to share knowledge, discuss challenges, and find solutions.

We are pleased that our gender pay gap statistics have shown improvement over the past year. Given our position in a male-dominated industry sector, effecting immediate change presents us with unique challenges. However, these challenges drive us to continue to make positive change, championing diversity, equality and inclusion across all areas of our organisation.

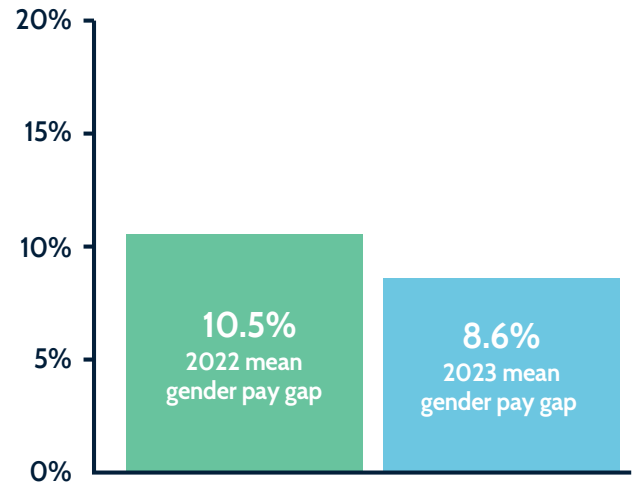
2023 at a glance

Mean gender pay gap*



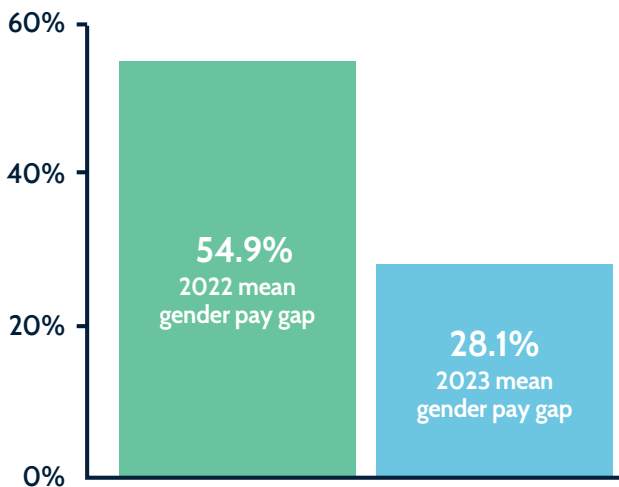
In 2022 the mean gender pay gap was 17.6%, this has decreased to 12.7% in 2023.

Median gender pay gap*



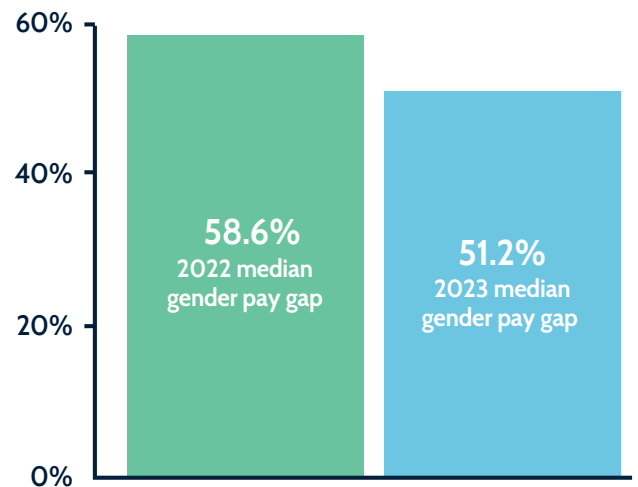
In 2022 the median gender pay gap was 10.5%, this has decreased to 8.6% in 2023.

Mean bonus gender pay gap*



The mean bonus gender pay gap has reduced to 28.1% in 2023 from 54.9% in 2022.

Median bonus gender pay gap*

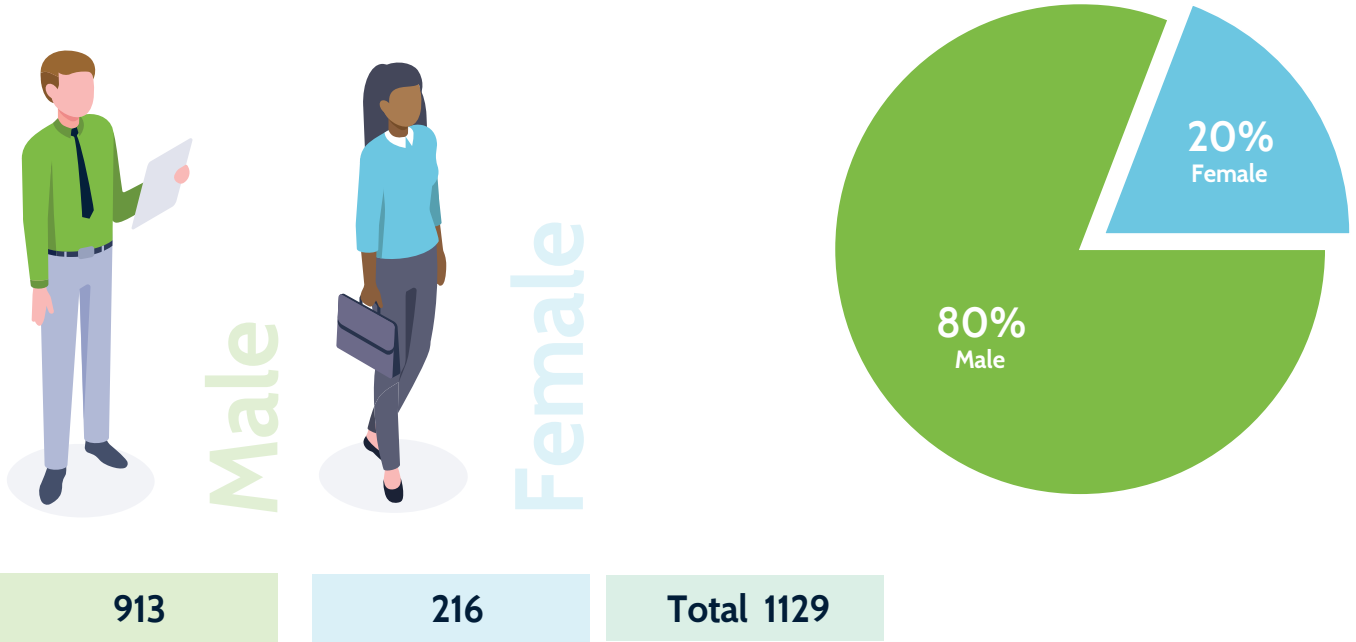


The median bonus gender pay gap has reduced to 51.2% in 2023 from 58.6% in 2022.

*Adler and Allan Ltd data only

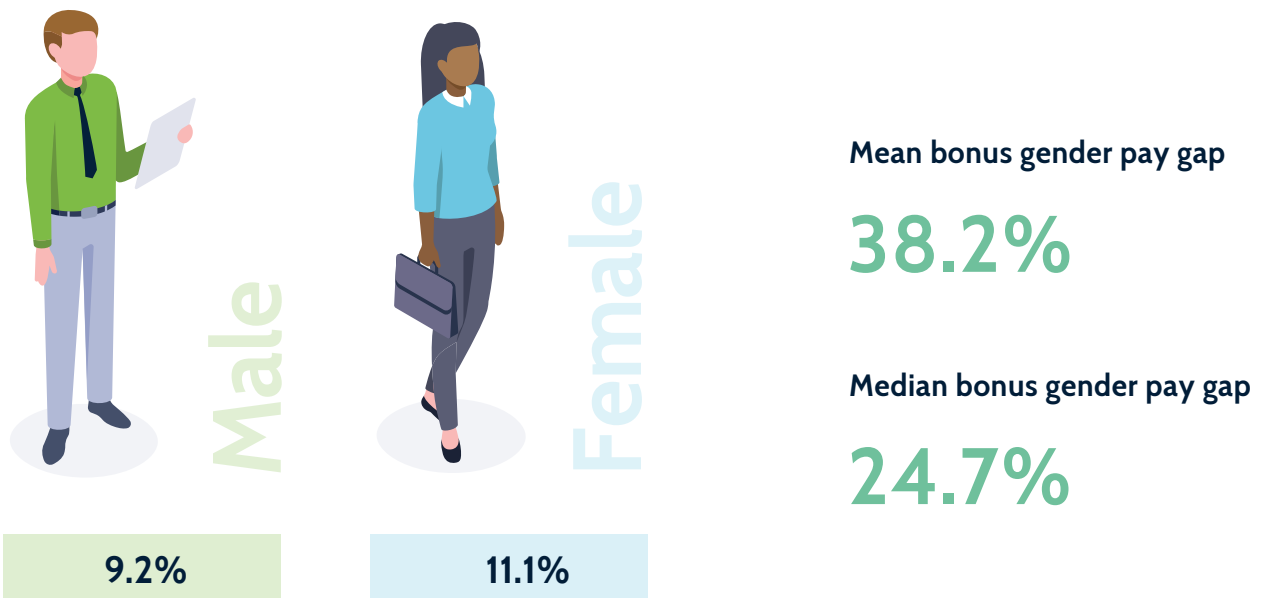
Our workforce

The female population has increased across the group by 63 and in the reportable data (Adler and Allan Ltd) by 5 in 2023.



Bonuses

The proportion of men and women receiving bonus in 2023 has reduced from 2022.

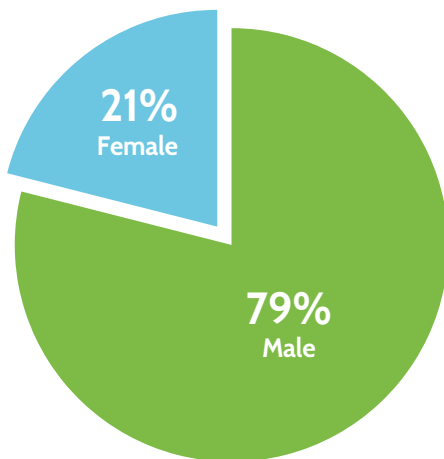


Pay quartiles

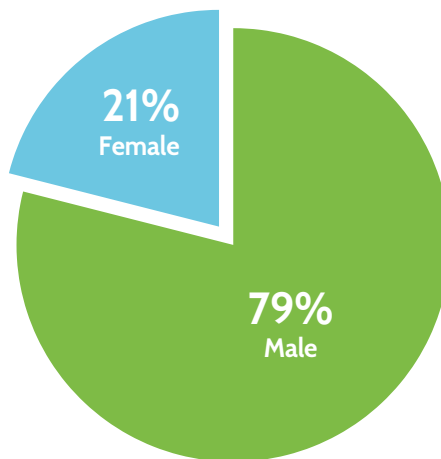
Quartile pay bands are calculated by arranging hourly rates from highest to lowest, dividing the list into four equal parts and calculating the proportion of males and females in each quartile.

The proportion of women in the upper and upper middle quartiles has increased but the proportion of women in the lower middle and lower quartiles has decreased.

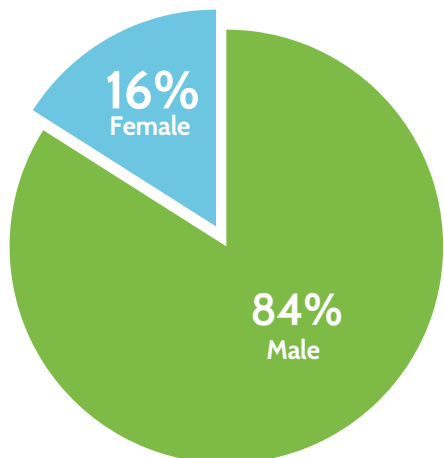
Upper quartile
(Highest earners)



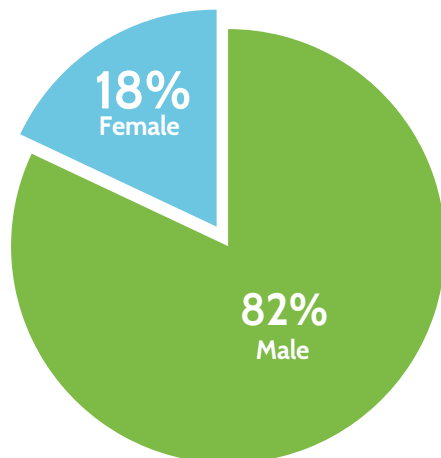
Upper middle quartile



Lower middle quartile



Lower quartile
(Lowest earners)



Our commitment to closing the gender pay gap

Our objectives are to:

- Monitor gender pay gaps, workplace opportunity and the availability of part time and hybrid/flexible working opportunities
- Identify as soon as possible and take steps to eliminate unfair, unjust or unlawful practices in relation to pay, reward and employment opportunities
- Take any appropriate steps, introducing processes and procedures and and other measures to avoid disparity in pay and reward.

We will:

- Endeavour to operate a pay strategy that promotes and encourages equal pay for work of equal value and single status terms and conditions of employment
- Challenge expectations that employees in certain posts should work longer or unpredictable hours
- Appoint and reward on merit, assessing each case fairly and applying the same approach to recruitment and promotion
- Make reasonable adjustments to support employees to undertake work and/or tasks offering promotive opportunity
- Maintain a culture that challenges any stereotypes relating to any element of an employee including ability to undertake any work, particularly of a higher grade
- Respond to grievances and complaints relating to any alleged prejudicial treatment relating to opportunity, pay, reward and promotion
- Consult and plan actions in consultation with employees, designated representatives or any other employee body, including trade unions or professional organisations
- Review progresses every twelve months and comply with the requirement to publish results associated with Gender Pay Gap reporting The Company's objectives are to;
- Monitor gender pay gaps, workplace opportunity and the availability of part time and hybrid/ flexible working opportunities
- Identify as soon as possible and take steps to eliminate unfair, unjust or unlawful practices in relation to pay, reward and employment opportunities
- Take any appropriate steps, introducing processes and procedures and and other measures to avoid disparity in pay and reward.

Signed:



Date: March 2024

Carla Murray

Human Resources Director