

Pipelife Gender Pay Gap Report 2024

As of this year, the government requires our organisation to report our gender pay gap. The gender pay gap is based on the average earnings of all male employees compared to the average earnings of all female employees, regardless of job type or how senior they might be. This should not be confused with Equal Pay, which is paying men and women equally for equal work. The gender pay gap encourages businesses to consider their approach to diversity and to take steps to ensure they are creating a fair and inclusive environment for all employees, irrespective of gender.

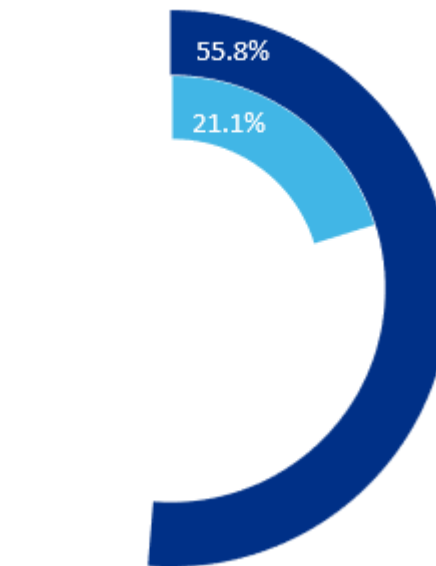
For 2024, the Pipelife gender pay gap is as follows:-

Pay Gaps

	Mean	Median
Hourly Rate Pay Gap	-7.99%	-19.08%
Bonus Pay Gap	8.94%	32.22%

There were no temporary workers within the business and no female part time employees at the snapshot date.

Receipt of Bonus Payment



■ Proportion of Females Receiving a Bonus Payment
■ Proportion of Males Receiving a Bonus Payment

Receipt of Benefit in Kind



■ Proportion of Females Receiving Benefit in Kind
■ Proportion of Males Receiving Benefit in Kind

Employees by Pay Quartile



Gender Pay Gap Reporting - Analysis

Pipelife is committed to creating a diverse and inclusive workforce. We recognise the importance of diversity and how this can contribute to creating higher performing teams and overall business success.

The industry we work in is heavily male-dominated and this is reflected in the demographics of our workforce, particularly our operational areas. Our production teams and our sales people are all-male and this is reflected in our bonus and benefit in kind metrics, with the roles where these apply being almost exclusively male. The benefit in kind metrics also reflect the make up of our senior leadership team, which is also male dominated.

What is encouraging is that in our hourly pay, we see positive pay gaps, with the female mean and median hourly rates calculating higher than the male equivalent, balancing out the bonus pay gap that we see. This is also reflected in our pay quartiles and that the majority of our female employees sit within the top two quartiles.

Gender Pay Gap Reporting - Action Plan

We believe that the measures we take to positively impact on our gender pay gap contribute to making Pipelife a better place to work for everyone. If we can make our workplaces more welcoming for people from all walks of life, we will create a Company culture that keeps our people wanting to work for us, attracts talent that brings new perspectives and stimulates innovation.

With that in mind we have an open policy to recruitment both internally and externally from people of all genders. We recruit and promote based on skills and experience, but are considering methods to promote STEM-related roles to a wider audience as a key part of our recruitment strategy.

This could include engaging with local educational establishments to promote careers in STEM-related roles and the construction industry in general to young females and reviewing forums and groups that the Company can be involved in, to promote wider diversity and support increased representation within the industry.

Women are more likely to request part-time roles and / or to take advantage of flexible working and policies that support an improved work-life balance. There can be a perception that part time roles are not effective in a manufacturing environment. There can also be a reluctance to either request or agree to part time / flexible working as women progress through an organisation, as the perception is that senior roles need to be full-time. These factors can be addressed by:

- 1) considering how alternative shift patterns can support a flexible approach to working hours
- 2) encouraging male employees to work flexibly and take advantage of family friendly policies, so that these are not seen as a female-only benefit
- 3) considering part time / flexible working opportunities at all levels of the organisation, so that women are not dissuaded from applying for senior roles due to a perception that they have to be full time

It's important to note that "family friendly" does not only have to relate to child dependants, eldercare is becoming a much more prevalent issue that also needs to be considered.