

Gender Pay Gap Report

Covering the year to 4th April 2018

Introduction

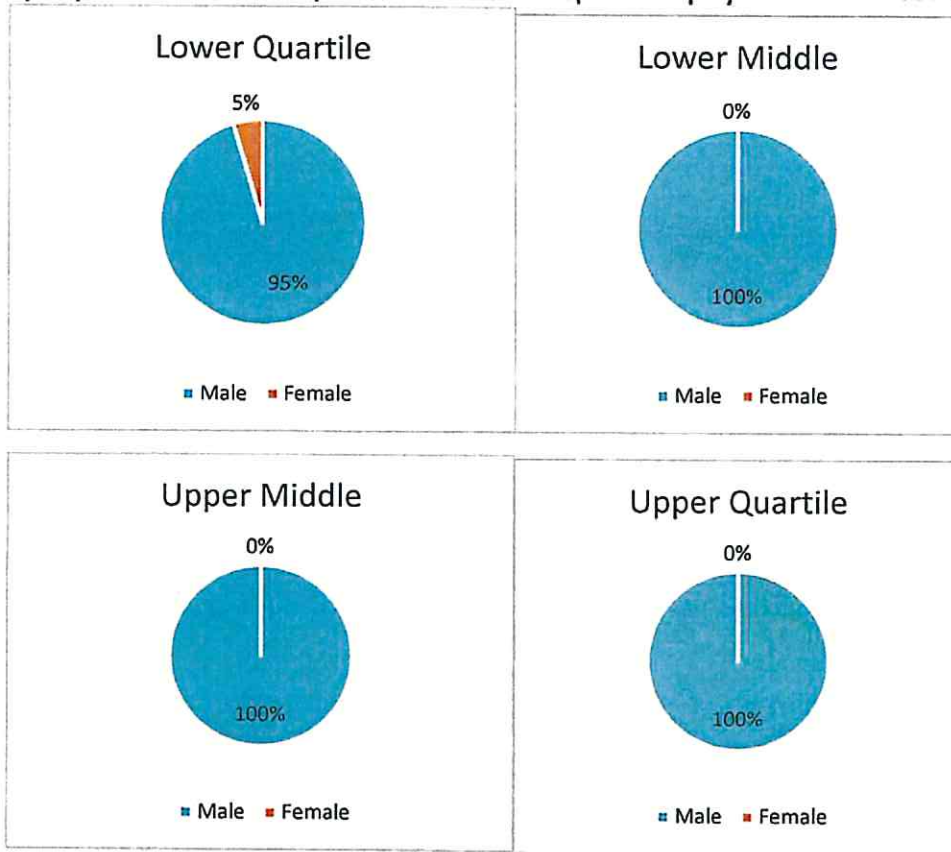
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year expressing the relative pay gap between their male and female employees.

Reporting

Based on payroll data for the tax year ended 4th April 2018, the Company has reported the following information:

Mean Gender Pay Gap	48.8%
Median Gender Pay Gap	44.8%
Mean Bonus Gender Pay Gap	N/A
Median Bonus Gender Pay Gap	N/A

The proportion of males/females in each quartile pay band is as follows:



Commentary

The Company provides heavy industrial services – access scaffold, replacement of mechanical pressure parts, insulation and cleaning – to support client construction and planned maintenance programmes on sites throughout the UK. To minimise plant downtime, work is often carried out over short timescales on a 24/7 basis. During 2018 the Company employed an average of 433 staff.

Direct employees work in trades which are intrinsically well paid and typically also generate significant levels of premium overtime working: they are trades where a very low proportion of trained and available workers are female. This explains the sharp disparity in average pay between male and female staff.

The Company operates an equal pay policy under which staff are paid the same rate for equivalent work, irrespective of sex.

Tim McCarthy - Chief Executive

Dated April 2019