

GENDER PAY REPORT 2021

About Taziker Industrial “Taziker”

Taziker is a multi-discipline engineering specialist, undertaking large scale infrastructure projects throughout the UK. Operating from our Head Office in Chorley, Lancashire, we provide a nationwide service with a self-delivery capability to a variety of sectors including rail, highways, environment, heritage, utilities and defence.

What is gender pay gap reporting

Regulations require all companies with 250 or more employees to publish details of their gender pay and bonus gap annually. This report covers those personnel employed at 5 April 2021. Legislation requires that we report gender pay gap statistics for each separate legal entity within the group.

What is the gender pay gap?

The gender pay gap measures the difference in the pay of men and women – regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. This is different to an equal pay comparison, which compares pay for men and women for work of equal value.

What's included in the calculations?

Hourly pay includes basic pay, car allowances (where paid as cash), shift premium pay and other allowances. Excluded are overtime, redundancy payments and benefits in kind (“BIK”) along with those employees on family or sick leave. Bonus pay for the year ended 5 April 2021 includes performance and productivity bonuses.

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men’s and women’s hourly pay and report the percentage difference.

The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for men’s and women’s hourly pay and report the percentage difference.

Our gender pay gap

	2021	2020
Mean gender pay gap	13.3%	13.9%
Median gender pay gap	20.2%	26.0%
Mean bonus gender pay gap	5.8%	43.4%
Median bonus gender pay gap	46.7%	71.6%
Proportion of males receiving a bonus payment*	43%	71%
Proportion of females receiving a bonus payment*	15%	77%

*The reason for the proportion of both male and female employees receiving a lower percentage of bonus year on year, is as a result of a decision by the company to offer gift vouchers as opposed to a cash bonus in December 2020.

Pay quartiles

When we arrange our hourly rate information in value order and divide it into four equal sized quartiles, the proportion of women in each quartile is:

	2021				2020			
	Male	Female	No of men	No of women	Male	Female	No of men	No of women
Lowest	80%	20%	55	14	79%	21%	34	9
Quartile 2	85%	15%	58	10	91%	9%	39	4
Quartile 3	97%	3%	66	2	100%	0%	43	0
Highest	90%	10%	61	7	88%	12%	37	5

Why do we have a gender pay gap?

We operate in the engineering construction industry which is historically male dominated, and this gap is highlighted by some of the roles men and women have traditionally performed within the industry and the salaries those roles attract. Our organisation is comparable with our industry peers in having a gender imbalance in our working population, with men outnumbering women at every level in the business, and this is the primary cause of our gender pay gap. We employ a large skilled workforce of operatives where women are visibly under-represented some of which is related to the historical imbalance associated with a low percentage of women in apprenticeships and training in construction and engineering trades. We are an equal opportunities employer and are confident that our employees receive equal pay for the same or work of equal value. We are also confident that as the female members of our workforce complete their skills training and attain their qualifications, the mean average and median average disparity in the gender pay gap analysis will close.

We believe that creating an environment where people can work, grow and succeed, irrespective of gender is vital to our success. A diverse workforce will make us a better business and we are committed to making Taziker a great place to work, where our people thrive, and can be at their best, every day. The actions we take to reduce our gender pay gap will be based on merit. Our focus is on recruiting talent, creating the optimum working environment to enable all of our employees to develop their full potential and thereby ensuring equal access to opportunities for all. Further investment in our people will support our continued efforts to reduce the gender pay gap and efforts to attract women into this male dominated industry. We will continue to proactively look at ways to attract and select more women into senior roles to achieve a higher percentage of female representation across the business.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the ACAS guidance on managing gender pay.



**JANE C RATCLIFFE
CHIEF FINANCIAL OFFICER**