

## OUR 2020 GENDER PAY REPORT

Breedon Group continues to offer a fair benefits and compensation package relative to the role and level in the organisation. This report continues to show a positive trend in Breedon's pay differentials between men and women.

### Pay difference between men and women

The mean average hourly pay of men at Breedon in 2020 was 3.7% higher than that of women, a decrease from the 4.7% reported in 2019.

Our median pay has women receiving 1.1% more than men, contrasted with 2019 when women received 4.0% more than men.

**Gap narrowed between men's and women's mean average pay**

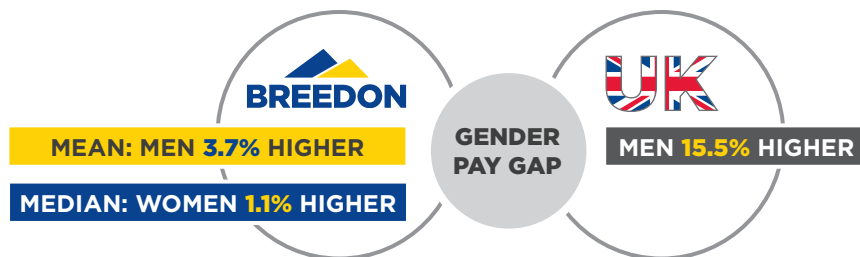
Our differentials continue to compare favourably to the UK's National Gender Pay Gap which shows men receiving on average 15.5% higher pay (*source: ONS 2020*).

### Proportion of colleagues awarded a bonus

Eligibility for bonus continues to be primarily linked to role seniority in the business. 2020 saw a slight reduction to 33.7% of all employees receiving a bonus, compared to 36.5% in 2019. 24.4% of females received a bonus, compared to 35.8% of men.

Median bonus pay was £1,370 for females and £1,212 for males.

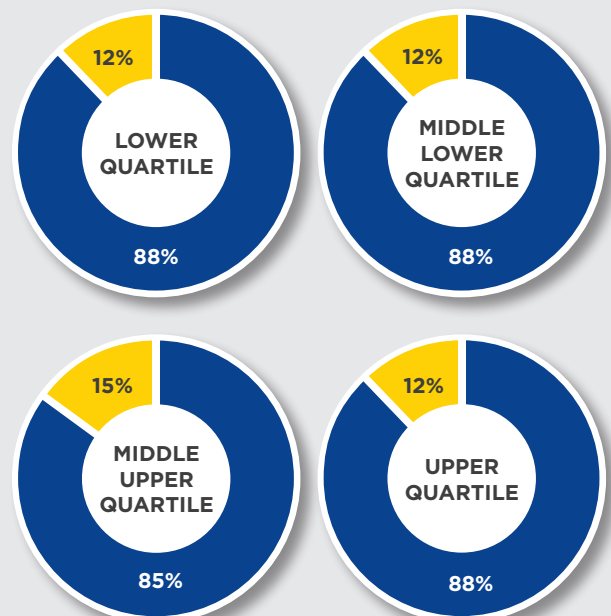
The gender gap for bonus increased, men receiving a 135.4% higher bonus than women, compared to 106.8% in 2019.



### Pay quartiles across all employees

The Group's overall headcount increased in 2020 with each quartile containing 595 employees compared to 581 in 2019.

At Breedon we value and respect all of the differences which make each person unique as demonstrated in our diversity and inclusion policy. These different perspectives drive innovation and creativity which in turn promote high performance and engagement and make Breedon a great place to work. We aim to create an environment where all our colleagues are able to be themselves and are fairly rewarded based on their skills and experience regardless of gender.



I confirm that the data reported is accurate.

● WOMEN  
● MEN



**ROB WOOD**  
CHIEF EXECUTIVE OFFICER  
BREEDON GROUP PLC