

AVI-SPL UK Limited – Gender Pay Gap Reporting April 2024

At AVI-SPL we are committed to supporting equal opportunity and building an inclusive workplace where all employees are valued.

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This gender pay gap report represents our ongoing commitment to understanding and addressing pay disparities, measuring the difference between the average earnings of all males and females across AVI-SPL UK Ltd, regardless of role, seniority, or location.

It is important to note that the gender pay gap differs from equal pay. Equal pay deals with differences in pay between males and females who carry out the same or similar jobs, or work of equal value. We are confident that we have equal pay for equal work, but we do have a gender pay gap when we compare the overall average pay and bonuses for males and females.

Reporting obligations

This report presents the six mandatory metrics specified in the gender pay gap reporting legislation:

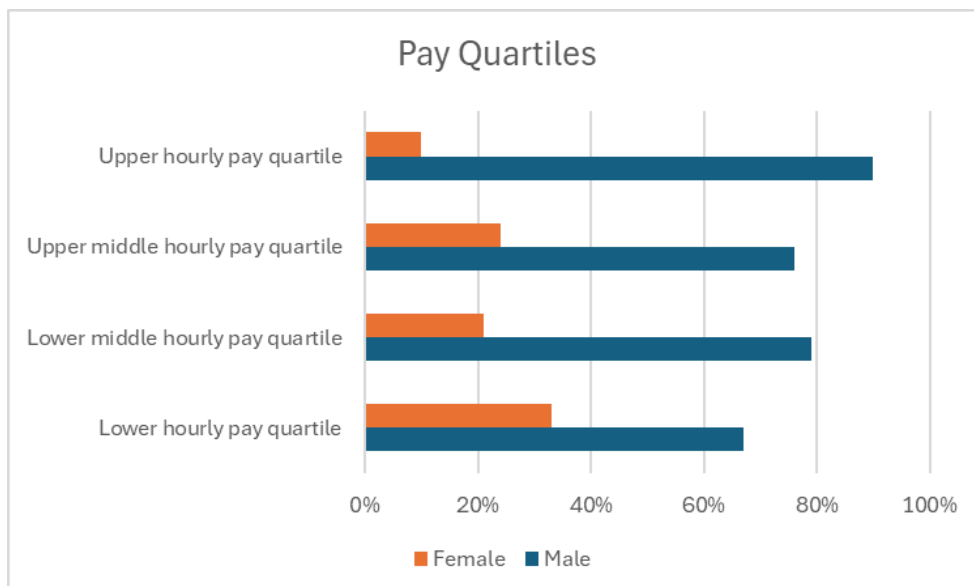
1. the difference in the mean pay of full-pay males and females, expressed as a percentage.
2. the difference in the median pay of full-pay males and females, expressed as a percentage
3. the proportion of full-pay males and females in each of four quartile pay bands.
4. the difference in mean bonus pay of males and females, expressed as a percentage.
5. the difference in median bonus pay of males and females, expressed as a percentage.
6. the proportion of males and females who received bonus pay; and

Gender Pay Gap

Our data shows that as of 5th April 2024, our mean gender pay gap stands at 18.8% and our median gender pay gap at 16.7%.

An overall increase in our female population, generally within less technical (and lower paid) roles has contributed to the median and mean pay gap.

Pay Quartiles



The upper quartile of our workforce shows the largest pay differential between males and females, with only a 10% female representation in the upper quartile itself. That said, we can report that 38% of our female population sit in the upper and upper middle quartiles, in addition to a 25% increase in female representation within the UK Senior Leadership Team in the last 2 years.

Bonus Pay Gap

Our mean and median bonus split has a 60% and 67% differential respectively. The gap can be explained by the higher proportion of males in the wider organisation, in addition to a high proportion of our bonuses being paid under our sales commission structure, with the Sales team being predominately male led. In addition to this, 75% of the leadership team is represented by males, which is not an uncommon within the construction industry.

We can report that the relative percentage of employees receiving bonus pay across both our male and female population is fairly aligned – with 51% females and 39% males receiving a bonus payment.


Action Planning

In more general terms, we continue to focus on the level of flexibility offered to our employee base, including a review and enhancement of both our annual leave and family leave offerings. We also continue to assess and communicate the resources available and provide several feedback mechanisms to allow real time insight from our wider employee population.

More specifically the focus will be on 3 key areas:

- We continue to deploy several training modules to all managers, focusing on areas of employment legislation and recruitment: from reviewing fair & equitable shortlisting and interviewing practices – to discrimination and unconscious bias.
- We have engaged an external consultancy to standardise our pay structures and overall job architecture practices.
- We continue to work on a number of initiatives, such as offering 5 employee resource groups that support diversity and inclusion in the workplace.

The resources available, and actions taken to date have been established to provide support to all employees, and future talent.



Naomi Smith
HR Director, Europe
AVI SPL Limited