

GENDER PAY GAP REPORT 2017



DANNY SULLIVAN
GROUP

Introduction

Women make up less than 12% of those employed in the construction industry and wider industrial sectors, many of whom are in administration and back office roles. With increasing awareness of the benefits of having a diverse and gender balanced team, we have supported many campaigns over the years to increase the number of women in construction.

Danny Sullivan Group drives the agenda by various means such as its Gold Partnership with the *Supply Chain Sustainability School* and through its 30+ Fairness, Inclusion and Respect (FIR) Ambassadors and STEM Ambassadors. We work closely with Kath Moore's initiative '*Women into Construction*' in partnership with CITB and were recently awarded for our support and excellent contribution that has directly resulted in increased participation of women in the construction industry.

As a Partner of *Women into Construction*, we will continue to create new opportunities for women seeking careers in the construction industry by supporting them with training, placements, mentoring and development opportunities to promote their success.

I confirm that the gender pay gap data contained in this report is accurate, reliable and complete and has been produced in accordance with the guidelines published by Advisory, Conciliation and Arbitration Service (ACAS).

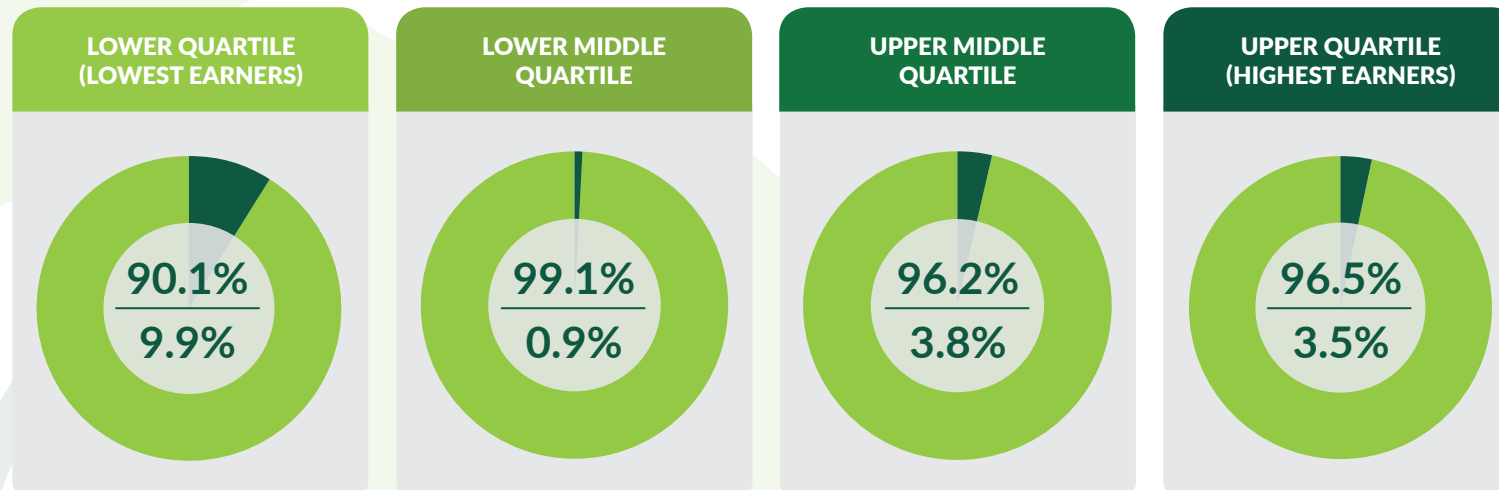
Michael Dowling
Executive Director



Gender Pay Reporting

We believe in creating a diverse and gender balanced workforce which reflects our customers and communities we serve. By caring, developing, encouraging and empowering our great people

DIFFERENCE BETWEEN MALES AND FEMALES	MEAN (AVERAGE)	MEDIAN (MIDDLE)
GENDER PAY GAP	3.58%	19.68%



Proportion of males and females in each pay quartile - each quartile contains 324 employees

*No bonus paid or accrued 2017.