

# GENDER PAY GAP REPORT 2018



**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 focused our efforts over the years on increasing the number of women in construction.

Danny Sullivan Group drives our agenda in various ways, such as the work of our STEM Ambassadors and our Gold Partnership with the Supply Chain Sustainability School. This includes having 30 trained Fairness, Inclusion and Respect (FIR) Ambassadors who promote these values across the business. We work closely with Kath Moore's initiative 'Women into Construction' in partnership with CITB and we were awarded in both 2017 and 2018 for our support and excellent contribution to the scheme.

In the last 12 months we registered to become accredited against the CITB Be Fair Framework which embeds Fairness, Inclusion and Respect at the heart of our business and sets the standard for Equality and Diversity in the UK Construction Industry. In our work towards

this accreditation, we have formed our Danny Sullivan Be Fair Steering Group and we are committed to our lively monthly roundtables where we share best practice and campaigns to support and encourage women and other underrepresented groups into the industry.

We want to directly tackle the barriers women face to gain employment and we are developing progressive programmes to assist this; flexible working options, job sharing and child care support. We also understand the importance of continual training and upskilling for our workforce, and we want to create new opportunities for women seeking careers in the construction industry. This includes apprenticeships, training, placements and development opportunities to promote their success.

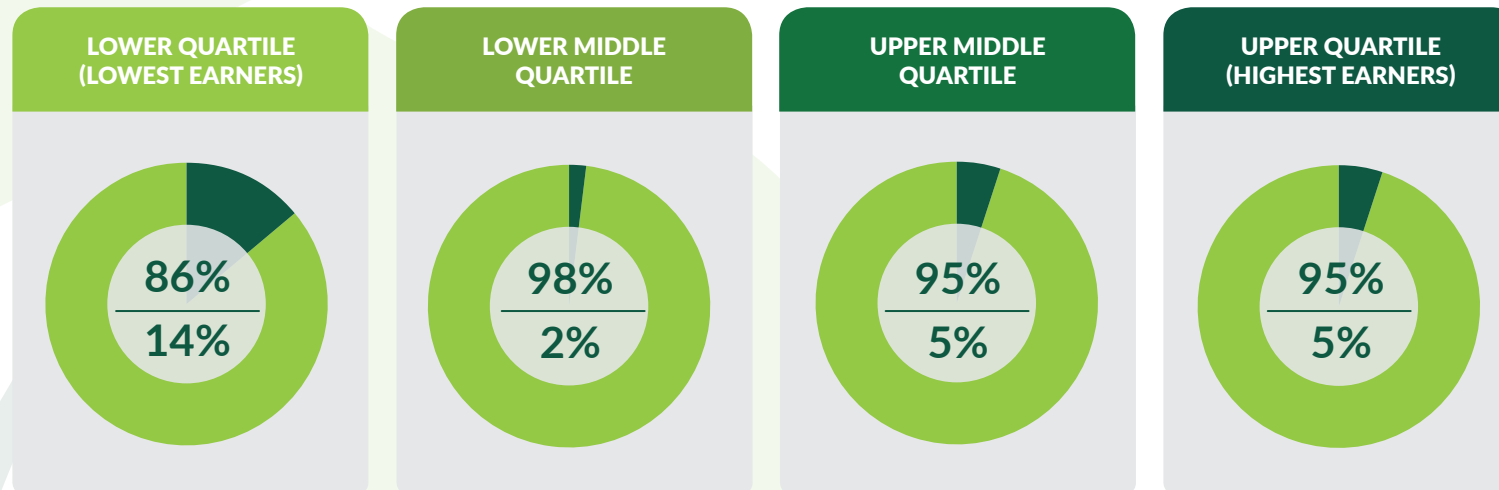
I confirm that the gender pays gap data contained in this report is accurate, reliable and complete and has been produced in accordance with the guidelines published by Advisory, Conciliation and Arbitration Service (ACAS).

**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                       | 7.46%          | 18.11%          |



Proportion of males and females in each pay quartile - each quartile contains 310 employees

\*No bonus paid or accrued 2018