

# Gender Pay Gap Report 2021



"I am committed to developing an environment at Genuit Group where everyone feels valued, included and able to bring their whole self to work."

## Executive summary

Since joining the company in February 2022, I have been involved in many positive initiatives, and I am encouraged that our people are prepared to meet, with increasing vigour, the challenges posed by new regulations, climate change, sustainability and emerging industry trends.

The levels of understanding and capability, based around shared beliefs, together with a straightforward, straight talking, genuine desire to create a better future, has been very inspiring.

Beyond gender, our ambition is to have an open and inclusive culture for all our people. Together with the Executive team, I am committed to attracting, retaining and developing a diverse workforce that is reflective of the communities in which we operate and encourages each and every one of our team members to know they will always be included and respected.

I am pleased to report that for 2021, our gender pay gap is beginning to narrow and our data evidences a story of positive change. By acknowledging and accepting we are on a journey, Genuit Group will continue to focus on strategies that create longevity in its approach to inclusion and diversity.

Joe Vorih

**Chief Executive Officer**





## Gender Pay Gap Reporting

All companies that employ over 250 employees are required to report annually on their gender pay gap. The pay gap is the difference between the overall pay for all women and all men in an organisation, across all roles and seniority levels. The gender pay gap should not be confused with equal pay, which is when a man and woman doing the same job and/or work of equal value must receive the same pay, unless there is a material reason (not linked to gender) that justifies a difference.

This report details our pay and bonus gap figures as of 5th April 2021 (the mandatory snapshot date) and summarises the activities of the Genuit Group in that year. Our gender pay gap results are for Polypipe Ltd, which is the main employing entity of the Genuit Group.



# The Gender Pay Gap at Genuit Group

In last year's report, we described in some detail how Covid had impacted the business and how furloughing staff had potentially skewed our data set.

When establishing our latest figures, the business was operating in what we consider to be a normal period. To compare and reflect on our data in the fairest way possible we have reviewed our data over a three-year period; 2019, 2020 and 2021.



## Pay Gap

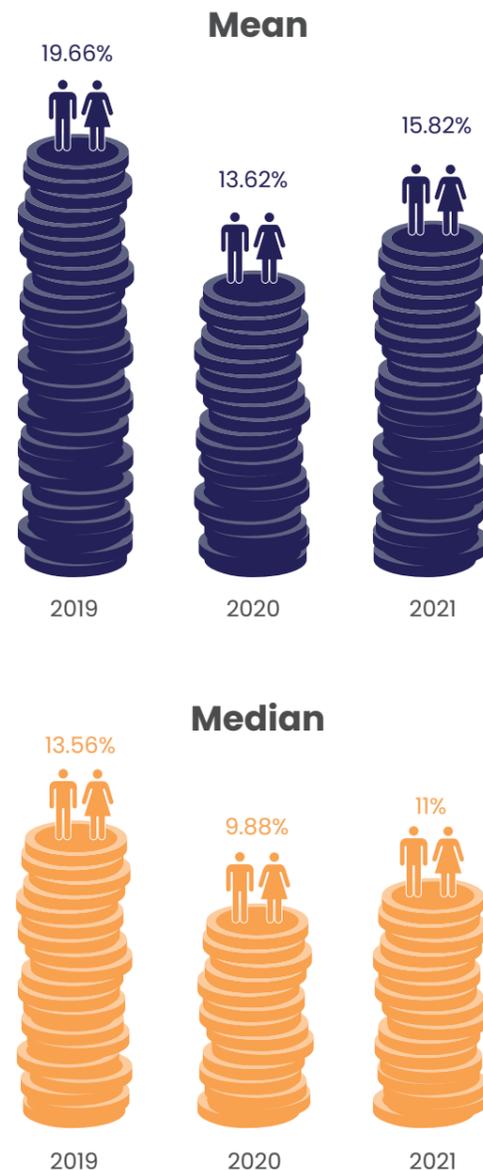
Our furlough approach, which ultimately protected jobs and retained crucial skills and capabilities, was applied fairly and consistently, but ultimately reduced our workforce for a short period of time. This typically affected our male workforce more than our female workforce due to the types of roles furloughed.

In 2020 we reported that our gender pay gap had decreased by 6.04% at a mean average level. We understood at the time, that this may not be truly reflective of our pay gap landscape and comparing our statistics of 2019 vs 2021 would be a fairer reflection.

We are certainly encouraged by this data comparison which shows a reduction in our mean gender pay gap by 3.84% between 2019 vs 2021. This is equally reflected in a positive shift in our median data, showing a reduction in the median gap position of 2.56%.

Our latest information illustrates a positive shift in our data and it is encouraging that our activities and efforts are evidencing true and diverse change within our workforce and we remain on the right trajectory to achieve our long-term, diversity objectives.

The Office for National Statistics declare gender pay as declining slowly over time, with a UK average gender pay gap of 15.4% in 2021.



## Bonus Pay Gap

Gender pay reporting requires us to report bonus data in the 12 months prior to the snapshot date to review any bonus pay gap.

### Proportion receiving a bonus

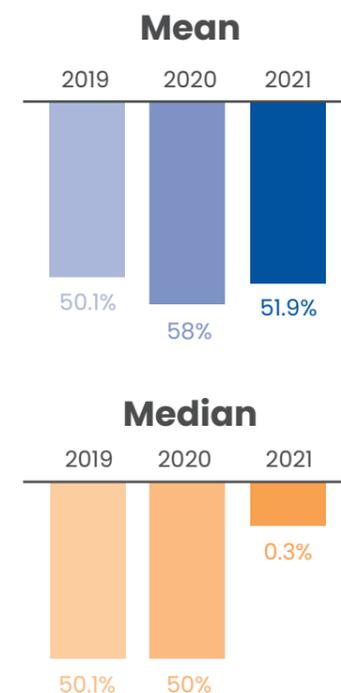


Our data continues to show that more women receive a bonus than men, although this gap is reducing.

## Bonus pay mean & median

The mean average bonus pay shows that whilst there is an improvement on the previous year, it is still representing a 51.9% gap between the average of all male bonuses compared to the average of all female bonuses. This reflects the higher number of males in senior roles receiving higher bonus payments.

With operational reward structures and performance incentive payments adjusting to adapt to business requirements, along with the additional data from our new acquisitions, this has created a positive shift in bonus pay at a median level. The significant shift in bonus pay at a median level is as a result of our operatives receiving a small financial incentive where there are a higher proportion of males to females.





# Creating positive change

**Genuit Group welcomes gender pay reporting as it raises awareness and challenges past thinking. One of Genuit Group's key commitments is to become a more diverse and inclusive employer to create an environment which enables our colleagues to thrive regardless of our differences.**

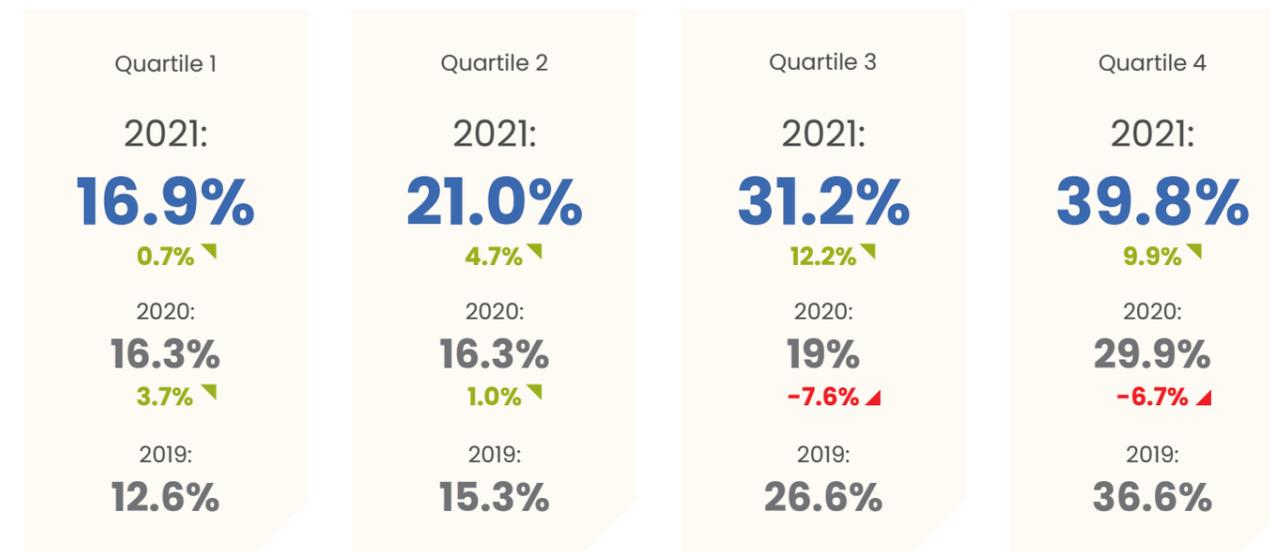
We have committed to being an organisation that is representative of the community in which we operate to create a true sense of belonging across our colleagues and the communities we serve.

Diversity creates strong teams and a more dynamic business and in 2021 the business invested in dedicated resource to focus on Diversity and Inclusion (D&I). We have embarked on a full review of our policies and practices and created a dedicated programme of change. Through a leadership D&I insights programme and a colleague focus group initiative, we have strengthened our feedback processes and factored the responses into our future plans and activities.

We are giving particular focus to our recruitment policies and approaches, looking at how we attract and select external talent, and how we address internal promotions and career development opportunities. We are encouraged by the pay quartile data continuing to evidence positive movement of females moving up the pay scales into the higher paid quartiles, compared to previous years.



## Pay Quartiles – Proportion of women in each pay quartile



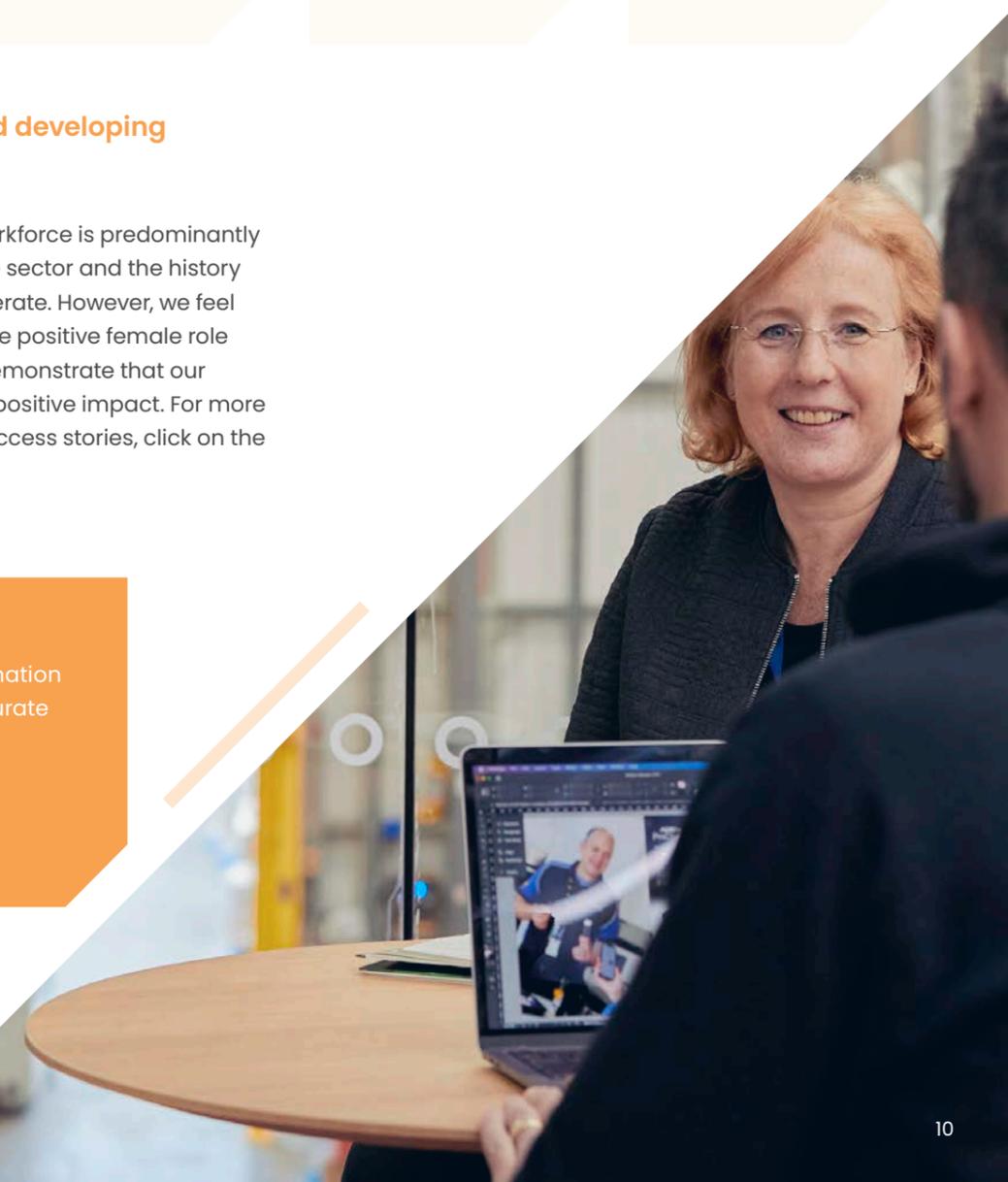
## Celebrating success and developing positive role models

We are fully aware that our workforce is predominantly male, which is indicative of the sector and the history of the industry in which we operate. However, we feel that it is important to showcase positive female role models, which also helps to demonstrate that our initiatives continue to make a positive impact. For more information on some of our success stories, click on the link to our website.

### Declaration

We confirm that the information and data reporting is accurate as at the snapshot date of 5 April 2021.

Joe Vorih  
Chief Executive Officer



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