



Gender Pay Gap Report

2024

Leviat®
A CRH COMPANY



"Our gender pay gap report reflects our dedication to transparency, accountability, and continuous improvement in creating a more inclusive and equitable workplace for all. We want to empower and enable our people through progressive and inclusive talent management, positioning Leviat as an employer of choice. A company where our people can own where their ambition can take them, through the support of our global business."

Vickey Stuart
Head of HR, UK & Ireland

At Leviat, we are a dynamic, energetic business with unbeatable experience, strength and connections. A passionate collective of 3,000+ future-focused structural connections specialists with hundreds of years of experience between us.

We put people at the heart of our business, focusing on inclusion with a diverse team of visionaries, thinkers and doers. We embrace all perspectives, collaborating to make a positive impact. If we are inclusive, we are more connected, and if we are diverse, we are more creative.

Leviat is committed to fostering a culture that promotes inclusivity and equality of opportunity for all, within a respectful, supportive workplace that values the contribution that both women and men make.

We encourage career progression and endeavour to reward people fairly based on experience, behaviour and performance. These principles form the basis of our approach to reward.

UK gender pay gap reporting legislation requires businesses with 250 or more employees to publish annual calculations showing any pay gap between male and female employees against the following parameters:

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

This report refers to the annual calculations for Leviat Limited.

Traditionally the construction industry has consisted of a majority male workforce, and our business is no different. We will not wait for an industry-wide shift to effect change – we are acting now to attract and develop more women.

Our figures show a lower pay gap than the UK national average of 13.1%* (median gross hourly earnings excluding overtime), positively reflecting our continuing efforts to address gender pay differences.

As of April 2024, women represented 21% of our total employee population. The diversity of our workforce reflects wider issues within the manufacturing and engineering sector, regarding the representation and attraction of women, particularly into technical, operational and STEM (Science, Technology, Engineering and Maths) roles.

In order to deliver change, we will continue to work within our industry, with government and with other bodies to recruit and develop women within our sector and narrow gender pay differences. We will build on the work already initiated to support our teams through talent programmes, employee networks, succession planning and early careers.

In this report, we outline the steps we are taking to close this gap and create a more diverse workplace.

*Office for National Statistics 2024

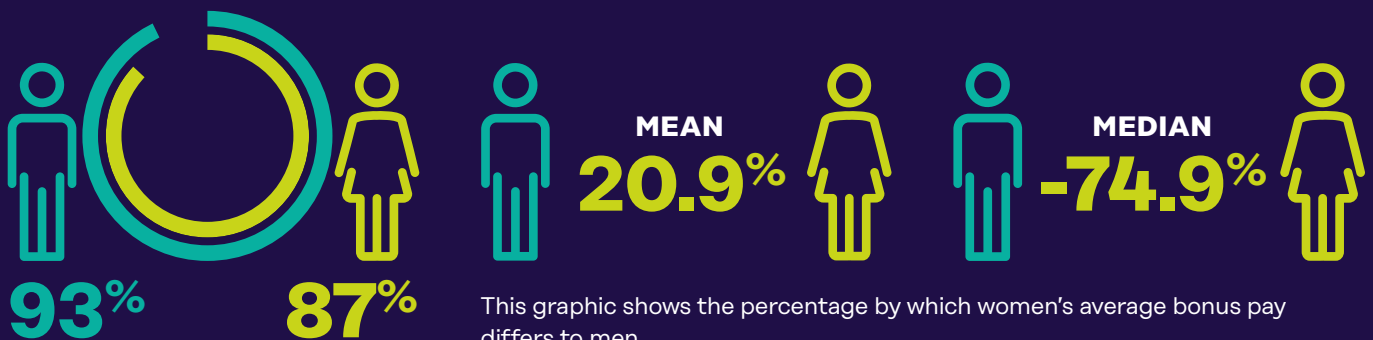
OUR GENDER PAY STATISTICS

HOURLY PAY



This graphic shows the percentage by which women's average hourly pay differs to men.

BONUS PAYMENTS



This graphic shows the percentage by which women's average bonus pay differs to men.

The proportion of men and women receiving a bonus.

The only employees not receiving a bonus payment in the year were those whose employment start date made them ineligible. Females were a high percentage of these new starters in April 2024.

PAY QUARTILES



These quartiles are calculated by splitting the entire workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of men and women who sit in each band.

BUILDING AN INCLUSIVE TEAM AT LEVIAT

We are committed to building an organisation where Inclusion & Diversity is a core value.

Where:



Talented people of all backgrounds are welcome:

Differences are embraced



Everyone has a fair and equal opportunity:

To develop and progress



Our working environment supports people:

In being themselves and performing at their best

Inclusion is leveraging the diversity in our workforce to achieve full participation and optimum performance; it empowers differences rather than suppressing them.

A culture that makes employees feel they belong - they feel safe, trusted and respected.

Diversity is all the ways in which we are similar and all the ways in which we differ. When we speak about diversity, we mean people of different backgrounds and people with different characteristics, including: age, disability, ethnicity or race, gender, religion and sexual orientation.

The Leviat Inclusion & Diversity (I&D) Council is made up of colleagues from locations across North America,

Europe and Asia Pacific, providing strategic direction, oversight and accountability to achieve a more inclusive and diverse culture.

Our I&D Council advocates for and promotes our I&D strategic priorities below:

- We demonstrate commitment to I&D
- Inclusion is a Core Leadership Capability
- Our workplace & culture are inclusive
- Our workforce reflects the communities in which we operate

WHY IS THERE A GENDER PAY GAP?

Men outnumber women in our business.

- There are 21% women and 79% men across the business. This result, and the extent of the difference, is not unique to Leviat and is indicative of the construction industry as a whole.
- Creating change of this scale takes time but we are not waiting for the industry to change. We are dedicated to creating the change we can effect, now.

There are more men than women in senior positions.

- The business will continue to endeavour to attract more women to every level of the business, but it has been more challenging than anticipated to appoint more women into senior roles.
- There is an increase in the number of women in the Upper and Upper Middle quartiles within the business.
- 19% of employees in the highest pay quartile were women, compared to 81% men. This is the second lowest proportion of women, after the Lower Quartile, across all the pay quartiles.

Bonuses are not awarded to new employees.

- Men in the business receive a higher mean bonus than women. This year the results are affected due to a large number of female employees being in a probationary period, as of April 2024, where bonuses are not given.



CASE STUDIES

Ellie Kennedy Internal Sales Manager

My journey with the organisation began in 2007. I started on a temporary basis when I had returned from a gap year travelling, with my previous experience coming in the hospitality sector. My original role was in manufacturing but I soon moved to sales where I flourished. Over the last 18 years I have worked my way up to Internal Sales Manager for Leviat.

I am based at the Dunstable site and coordinate a team of six people. The team's responsibilities involve quoting, order processing and after-sales for the Halfen brand in the UK. I oversee this department ensuring we are quoting competitively and within the time range set. I also help liaise between the UK team and the plants in Poland and Germany, ensuring the best results in the supply chain to our customers.

Stepping into an entirely new industry I felt that Leviat provided me with the right tools and training to be able to transition into my role. Using my previous skill base

and learning continuously from a group of colleagues with such vast experience and knowledge made this change enjoyable and painless.

What I love about my job is the opportunity to work with a wide range of stakeholders, from unique private companies to major architect practices.

I am extremely grateful to Leviat for the flexible hours that I've been able to undertake since becoming a mother. I've also had fantastic opportunities to travel in my role and been given the opportunity to work on a wide range of ERP systems.

Since I started in 2007 I have noticed an excellent upturn in the number of women in our industry. A great number of positive steps have been taken across the sector in this time to make this industry extremely receptive to women. Cultures have been positively changed so that women feel comfortable and make a great impact every day.



Anaclara Penha

Project Design Manager, Masonry

I joined Leviat in 2018, marking my first professional experience in the UK after previously working as an Architect in Brazil. My journey in the UK initially began with a Masters in Sustainable Architecture, but life took an unexpected turn when I met my husband here in Sheffield and decided to stay. Transitioning from a background in housing and interior design, I stepped into an entirely new industry, where I had never encountered masonry support before. However, Leviat provided a fantastic environment for growth as a design draughtsperson, allowing me to learn new software like Tekla and Inventor, develop essential skills, and adapt to the company's strong culture and social atmosphere.

During the COVID-19 pandemic, I was pregnant with my first child, and Leviat's support in enabling me to work from home was invaluable. Returning from maternity leave was daunting, as I worried I had lost touch with everything I needed to perform my job effectively. However, with the company's flexible approach, I was able to reintegrate gradually, starting with three days a week, then four, before returning full-time after a year. This steady transition made all the difference in rebuilding my confidence and professional rhythm.

Recognising my potential, I was invited to participate in a management course, which broadened my perspective on career growth within Leviat. This led to an exciting opportunity to step into a Project Manager role on one of the Project, Design & Management teams for four months, covering for a colleague on maternity leave. This experience was invaluable - it confirmed my passion for project management and strengthened my ambition to grow in that direction.

Shortly after, I became pregnant with my second child and went on maternity leave again. Upon returning after six years at Leviat, I was fortunate to step into a permanent Project Manager role, this time in a different Project, Design & Management team. It was another incredible opportunity that reinforced my career progression within the company.

Now, I am supporting and working closely with a team of project designers, a role that comes with its challenges but also immense fulfilment. Every day, I wake up excited to contribute, problem-solve, and grow alongside my team. My journey at Leviat has been one of continuous learning, adaptability, and seizing opportunities, and I look forward to what the future holds.



Rune Magnusson

SUMMARY & CLOSE

The majority of the differences in gender pay across our business can in the main be explained by the fact that we currently have significantly fewer female than male employees. At the time of this report, women represented 21% of our total employee population. This is reflective of the challenges with diversity overall within the construction and engineering industries.

Our mean gender pay gap is -0.6% and our median gender pay gap is -6.5%. Both of these results are lower than the UK mean and median. There is an increase in the number of women in the Upper and Upper Middle pay quartiles within the business.

We believe the future success and sustainability of Leviat is through having a diverse and inclusive workforce representative of society, which is why our company values and our gender diversity strategy focus upon building complementary and diverse teams.

We are as committed as ever to creating a welcoming and inclusive environment where everyone can thrive

and have outstanding careers. We are doing more to promote our existing flexible and agile working culture, ensuring that we encourage a family-friendly work environment.

We are engaging with industry and public bodies to improve perceptions of the manufacturing and engineering industry and encourage potential employees - both men and women - to view our sector as an aspirational career choice, particularly in technical, operational, and STEM (Science, Technology, Engineering and Maths) roles.

We can confirm that the gender pay gap data contained in this report is accurate and in line with government requirements.

Rune Magnusson,
Managing Director, UK & Asia

