



GRAINGER & WORRALL

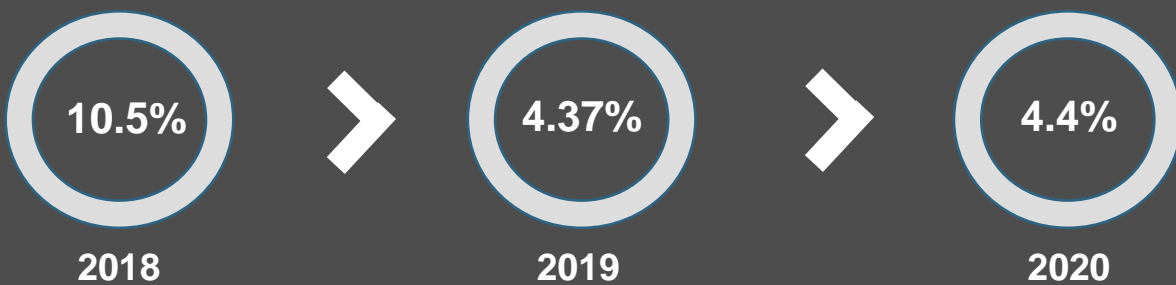
GENDER PAY GAP REPORT 2020



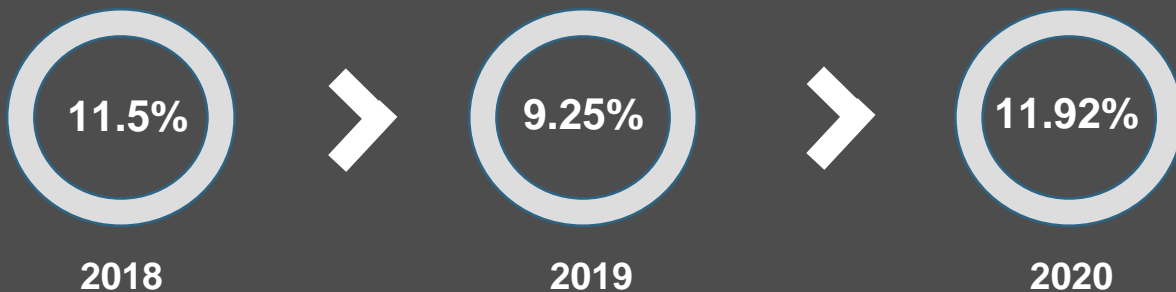
Grainger and Worrall Limited has a diverse workforce. We are committed to creating a working environment in which every employee has the skills they need to carry out their job effectively and safely and to help them to achieve their full potential, and in which all decisions are based on merit.

Grainger and Worrall Limited is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing how large our pay gap is between our male and female employees.

Grainger and Worrall Limited's Median Gender Pay Gap



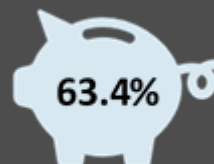
Grainger and Worrall Limited's Mean Gender Pay Gap



Bonus Median Pay Gap

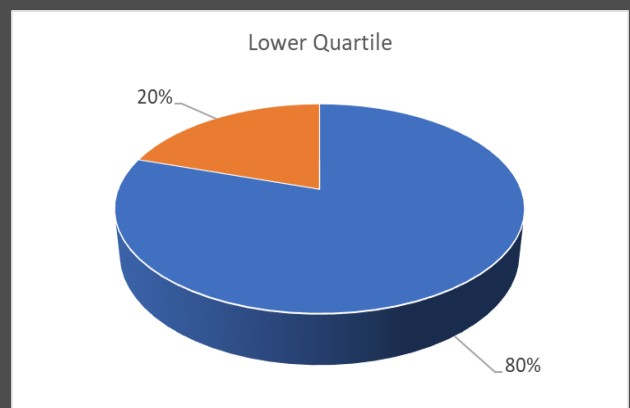
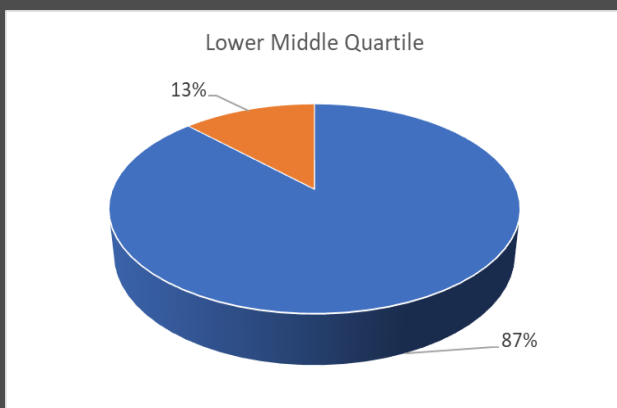
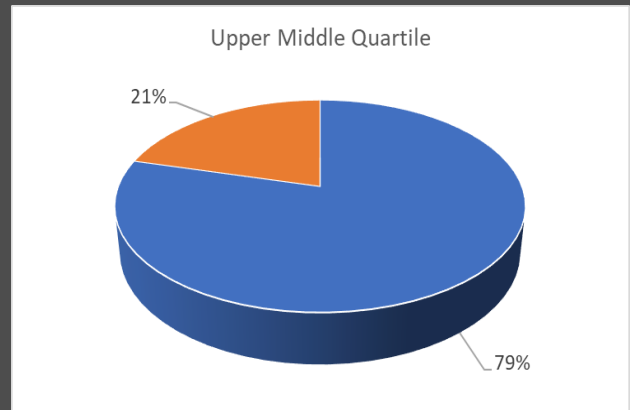
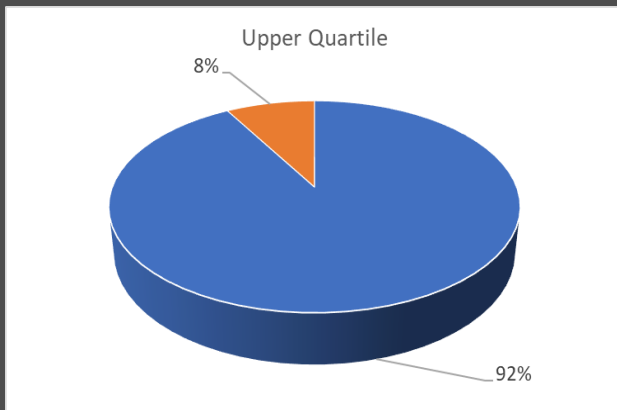


Bonus Mean Pay Gap



Office for National Statistics UK Average Gender Pay Gap is 15.5%.

Proportion of males & females in each pay quartile



■ Females ■ Males

Proportion of males & females receiving a bonus payment

Males: 99.6%

Females: 100%

Understanding the gender pay gap compared to last year

- In 2020, the Company is reporting a 0.03% increase in our median gender pay gap since last year, and a 2.67% increase in our mean gender pay gap.
- On the snapshot date, 83.6% of employees were on 'leave', and were receiving less than full pay (due predominantly to furlough leave under the Coronavirus Job Retention Scheme), so were excluded from the calculations for the average (mean) gender pay gap using hourly pay, the median gender pay gap using hourly pay and the percentage of men and women in each hourly pay quarter

What our data shows us

- There have been some changes to the proportion of males & females in each pay quartile in comparison with last year – most notably the upper middle quartile where there are 21% of women compared to 8% in the previous year. One of the principal reasons for this is that a higher percentage of male employees (85%) than female employees (70%) were on 'leave' and receiving less than full pay (due predominantly to furlough leave under the Coronavirus Job Retention Scheme) and so were excluded from the calculations.
- The significant under-representation of women in the engineering and foundry sectors at all levels within the UK continues to affect our gender pay gap statistics in light of these two sectors combined forming the majority of our workforce.
- There remain relatively few females in senior leadership roles, and this has influenced the proportion of males & females in the upper and upper middle pay quartiles.
- The median bonus gap of 0% is reflective of all employees that were employed in December 2019 receiving an End-of-Year bonus.
- The bonus mean pay gap of 63.4% is largely due to the highest value performance-related bonuses being paid to Directors and some Executive Managers within the Company against specific pre-agreed targets where all recipients were male.
- Gender Pay Gap reporting is distinct from equal pay, which relates to what women & men are paid for performing equal work. Grainger and Worrall Limited is confident that its gender pay gap is not related to an equal pay issue.

How we are tackling our gender pay gap

Recruitment & Selection

We continue to tackle occupational segregation (the inequality in the distribution of women and men across different occupational categories) at a local level by partnering with local schools and colleges, along with universities that provide engineering degrees relevant to our requirements, to promote career opportunities in the engineering and foundry sectors as a future career for females.

We use structured interviews in the majority of recruitment undertaken and we use skill-based assessment tasks in recruitment, where possible, wherein tasks are standardised and scored objectively.

A percentage of appointments are ex-employees wishing to return to the Company, so allowing those to return who take career breaks for various reasons including for caring responsibilities.

Learning and Development

All of our employees have the same access to learning and development opportunities, so ensuring women are given fair & equal opportunity to progress. Through our appraisal process, we develop a career plan for employees irrespective of gender.