

## GENDER PAY REPORT 2023

### About Taziker Industrial “Taziker”

Taziker is a multi-discipline engineering specialist. We undertake large scale infrastructure repair, restoration and refurbishment projects throughout the UK.

Operating from our Head Office in Chorley, Lancashire, we provide our services on a national basis through our skilled and trained workforce, who provide Taziker with a self-delivery capability servicing a variety of UK market sectors including the rail, highways, environment, heritage, utilities and defence sectors, along with the leisure and industrial maintenance markets.

### What is gender pay gap reporting?

Regulations require those companies with 250 or more employees to publish details of their gender pay and bonus gap annually. This report covers those personnel employed by Taziker at 5 April 2023.

Legislation requires that we report gender pay gap statistics for each separate legal entity within the group.

### What is the gender pay gap?

The gender pay gap measures the difference in the pay of men and women, regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. The Gender Pay Gap, is different to an equal pay comparison, which compares pay for men and women for work of equal value.

### How do we calculate the information?

Hourly pay includes basic pay, car allowances (where paid as cash), shift premium pay and other allowances. Excluded are overtime, redundancy payments and benefits in kind (“BIK”), along with those employees on family or sick leave. Bonus pay for the year ended 5 April 2023 includes performance and productivity bonuses.

To calculate the mean average, we add up all the values and then divide the result by the number of values in the list. We calculate the mean average for both men and women’s hourly pay and report the percentage difference.

The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for men and women’s hourly pay and report the percentage difference.

### Our gender pay gap.

	2023	2022
Mean gender pay gap	11.3%	11.2%
Median gender pay gap	14.7%	17.4%
Mean bonus gender pay gap	56.6%	9.4%
Median bonus gender pay gap	32.0%	26.0%
Proportion of males receiving a bonus payment	53%	57%
Proportion of females receiving a bonus payment	60%	45%

### Pay quartiles.

Pay quartiles are built from arranging the hourly rate information in value order, which is then divided into four equal sized quartiles, the proportion of men and women for 2023, in each quartile is:

	2023				2022			
	Male	Female	No of men	No of women	Male	Female	No of men	No of women
Lowest	79%	21%	77	21	84%	16%	86	16
Quartile 2	91%	9%	90	9	90%	10%	93	10
Quartile 3	92%	8%	90	8	93%	7%	95	7
Highest	91%	9%	89	9	92%	8%	95	8

### Why do we have a gender pay gap?

As a business, Taziker operates in the engineering construction industry, an industry which remains historically male dominated.

The pay gap is in a large part related to the difference in the individual roles that both the men and women within Taziker undertake, with a larger proportion of the male workforce operating in the front-end site-based works, which have traditionally attracted a higher rate of pay than those roles where we have attracted a higher level of female diversity. This is reflected in the salaries those roles attract.

We are confident, that our organisation is comparable with our industry peers in having a gender imbalance in our working population, with men outnumbering women at every level in the business.

However, we are actively trying to make our business and our industry more attractive to female employees, which would negate this primary cause of our gender pay gap. We recognise that we employ a large skilled workforce of operatives where women are visibly under-represented, which is related to the historical imbalance which was associated with a low percentage of women in apprenticeships, and or full time education, or training in construction and engineering trades. As an industry we are actively trying to correct this imbalance.

Taziker is an equal opportunities employer and we take this responsibility seriously. We are confident that our employees receive equal pay for the same or work of equal value.

It is pleasing to see that the number of female employees within the business has increased along with an improvement in the percentage of woman in the highest two quartiles, however, it is recognised further work is required to improve these statistics further. We will continue to proactively look at ways to attract and select more women into senior roles to achieve a higher percentage of female representation across the business, for Taziker knows that a diverse workforce will make us a better business.

We are committed to making Taziker a great place to work, where our people thrive, and can be at their best, every day.

We are committed to creating an environment where people can work, grow and succeed irrespective of gender, and that this is vital to our long-term success as a business.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the ACAS guidance on managing gender pay.



**NEIL HARRISON**  
**CHIEF EXECUTIVE OFFICER**

4<sup>th</sup> April 2024