



Hill & Smith Plc
Gender Pay Gap disclosures for the 2022/23 reporting period

March 2024

Scope of services

Deloitte LLP (“we”) were engaged by Hill & Smith Plc (“Hill & Smith” or the “Group”) to calculate its mandatory Gender Pay Gap (“GPG”) disclosures as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”) for the reporting period ended 5 April 2023.

Joseph Ash Ltd was one of the Great British employing entities within the Group with 250 or more employees as at 5 April 2023 and is therefore required to report its GPG disclosures.

Responsibilities and assumptions

HR and payroll data used to calculate the GPG disclosures was provided by Hill & Smith. We have assumed that the data was complete and accurate. We have not audited or otherwise tested or verified the data to source.

Specifically, Hill & Smith is responsible for establishing and maintaining an effective internal control system that reduces the likelihood that data errors or irregularities will occur and remain undetected; however, it does not eliminate that possibility. Our work does not guarantee that data errors or irregularities will not occur, nor is it designed to detect any such errors or irregularities should they occur. It is therefore imperative that Hill & Smith takes full and final responsibility for the GPG disclosures prior to publication.

Work performed

Using HR and payroll data provided by Hill & Smith, we have calculated the six disclosures required by the Regulations for Joseph Ash Ltd. The disclosures are as follows:

1. Mean Hourly Pay Gap – difference between the male and female *Full Pay Relevant Employee* mean Hourly Pay as a proportion of the male figure.
2. Median Hourly Pay Gap – difference between the male and female *Full Pay Relevant Employee* median Hourly Pay as a proportion of the male figure.
3. Mean Bonus Gap – difference between the male and female *Relevant Employee* mean Bonus Pay as a proportion of the male figure.
4. Median Bonus Gap – difference between the male and female *Relevant Employee* median Bonus Pay as a proportion of the male figure.
5. Proportion of male and female *Relevant Employees* receiving Bonus Pay.
6. Proportion of male and female *Full Pay Relevant Employees* in each Hourly Pay quartile banding.

These calculations must be signed off by a director of the Relevant Employers or the Group to confirm their accuracy. The 2022/23 GPG publication will include a declaration confirming the accuracy of the GPG disclosures.

GPG disclosure

Joseph Ash Ltd

2022/23

Employees
Relevant Employees
Full Pay Relevant Employees

Male	Female	Total
342 (87.9%)	47 (12.1%)	389
331 (87.8%)	46 (12.2%)	377

GPG
Mean Hourly Pay
Median Hourly Pay
Mean Bonus Gap
Median Bonus Gap

Male	Female	GPG	Change
£16.38	£16.58	-1.2%	-5.0%
£14.86	£15.76	-6.0%	-14.0%
£14,821	£3,471	76.6%	-6.9%
£3,877	£2,270	41.4%	9.5%

% Relevant Employees receiving a bonus
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Male	Female
13.2%	85.1%

Pay quartiles
Upper
Upper Middle
Lower Middle
Lower

Male	Female
85.1%	14.9%
93.6%	6.4%
91.5%	8.5%
81.1%	18.9%

2021/22

Male	Female	Total
339 (86.9%)	51 (13.1%)	390
327 (87.2%)	48 (12.8%)	375

Male	Female	GPG
£15.20	£14.56	4.2%
£13.50	£12.42	8.0%
£18,194	£2,995	83.5%
£3,525	£2,400	31.9%

Male	Female
13.0%	80.4%

Male	Female
82.8%	17.2%
95.7%	4.3%
91.5%	8.5%
78.7%	21.3%

2020/21

Male	Female	Total
313 (87.9%)	43 (12.1%)	356
299 (87.9%)	41 (12.1%)	340

Male	Female	GPG
£14.39	£13.39	6.9%
£12.70	£11.24	11.5%
£6,621	£2,238	66.2%
£1,943	£2,027	-4.3%

Male	Female
36%	84%

Male	Female
80%	20%
99%	1%
94%	6%
79%	21%

2019/20

Male	Female	Total
292 (89.0%)	36 (11.0%)	328
210 (86.8%)	32 (13.2%)	242

Male	Female	GPG
£15.47	£13.99	9.6%
£13.07	£14.17	-8.4%
£10,740	£1,075	84.1%
£3,038	£1,689	44.4%

Male	Female
15%	92%

Male	Female
80%	20%
90%	10%
98%	2%
78%	22%

2022/23 reporting positions

Application of definitions

The reporting positions taken to prepare the GPG disclosures for the 2022/23 reporting period are summarised below.

Element	Definition	Application to Hill & Smith
Relevant Employer	An employer who has 250 or more employees on the snapshot date (5 April 2023).	<ul style="list-style-type: none"> Joseph Ash Ltd and Hill & Smith Infrastructure Ltd.
Relevant Employee	A person who is employed by the Relevant Employer as at the snapshot date (5 April 2023).	<ul style="list-style-type: none"> Employees identified in HR data as employed on 5 April 2023. 1,825 Relevant Employees were identified from the data provided by Hill & Smith
Full Pay Relevant Employees	A Relevant Employee who is not, during the Relevant Pay Period, being paid a reduced rate or nil as a result of being on "leave" ¹ ..	<ul style="list-style-type: none"> 1,720 Full Pay Relevant Employees were identified from the data provided by Hill & Smith. 105 Relevant Employees are not considered to be Full Pay Relevant Employees: <ul style="list-style-type: none"> 16 Relevant Employees who were not employed during the entirety of the Relevant Pay Period² 47 Relevant Employees received a payment under 'Statutory Sick Pay' during the Relevant Pay Period. 11 of these Relevant Employees received no payments under 'Basic Rate' and are therefore assumed to be on reduced pay during the Relevant Pay Period. 3 Relevant Employees received a payment under 'Access Sick Pay' during the Relevant Pay Period. All 3 Relevant Employees received no payments under 'Basic Rate' and are therefore assumed to be on reduced pay during the Relevant Pay Period. 2 Relevant Employee received a payment under 'Statutory Maternity Pay' during the Relevant Pay Period. 1 of these Relevant Employees received no payments under 'Basic Rate' and is therefore assumed to be on reduced pay during the Relevant Pay Period. 1 Relevant Employee received no Ordinary Pay due to being on long term sick leave. 73 Relevant Employees received Hourly Pay of less than £6.83 (NMW for 18 to 20 year olds during 2022/23) during the Relevant Pay Period and are therefore assumed to be on reduced pay during the Relevant Pay Period. Note that 17 of these Relevant Employees received no Ordinary Pay or Bonus Pay during the Relevant Pay Period and therefore have a nil hourly rate of pay.
Relevant Pay Period	The pay period (whether weekly, fortnightly, monthly) within which the snapshot date (5 April 2023) falls.	<ul style="list-style-type: none"> Relevant Employees are either weekly, monthly or fortnightly paid.
Relevant Bonus Period	The period 6 April 2022 to 5 April 2023.	<ul style="list-style-type: none"> Based on payroll data for the 12 month period to 5 April 2023.

1. Leave includes: annual leave; maternity, paternity, adoption, parental or shared parental leave; sick leave; and special leave.

2. There may be instances where Ordinary Pay received during the pay period in which an employee commenced or ceased employment may differ compared to what would typically be received had they not commenced or ceased employment (e.g. where accrued holiday is taken as basic pay). This would adversely impact the Hourly Pay calculation. Therefore, we consider excluding such employees as Full Pay Relevant Employees as a reasonable approach.

2022/23 reporting positions

Application of definitions

The reporting positions taken to prepare the GPG disclosures for the 2022/23 reporting period are summarised below.

Element	Definition	Application to Hill & Smith
Ordinary Pay	<p>Includes basic pay, allowances, pay for piecework, pay for leave, shift premium pay.</p> <p>Excludes remuneration referable to overtime, redundancy / termination of employment.</p> <p>Excludes remuneration in lieu of leave.</p>	<ul style="list-style-type: none"> • Basic pay, shift premium and allowances included in payroll data. See pages 6 to 7. • A deduction is taken for benefits operated under salary sacrifice (for example, childcare vouchers).
Bonus pay	<p>Includes remuneration in the form of money, vouchers, securities / securities options.</p> $\frac{(Ordinary\ Pay\ paid\ during\ the\ Relevant\ Pay\ Period + Pro-rated\ Bonus\ Pay\ paid\ during\ the\ Relevant\ Pay\ Period) \times Multiplier}{Weekly\ working\ hours}$ <p>Excludes Ordinary Pay and remuneration referable to overtime or redundancy / termination of employment.</p>	<ul style="list-style-type: none"> • Bonuses included in payroll data for the 12 month period to 5 April 2023. See page 8.
Hourly Pay	<p>Calculated based on the formulae:</p> <p>The Multiplier is 7 / number of days in the Relevant Pay Period.</p>	<ul style="list-style-type: none"> • 30.44 days has been used as the Multiplier for monthly paid Full Pay Relevant Employees. • 7 days has been used as the Multiplier for weekly paid Full Pay Relevant Employees. • The number of weekly working hours is based on the weekly contractual hours included in HR data.

2022/23 reporting positions

Payroll element analysis (1 of 3)

The table below sets out the treatment of each payroll element. Specifically, whether it has been included as Ordinary Pay or Bonus Pay for the purposes of calculating Hourly pay (for calculating the Hourly Pay Gap).

Payroll element	Ordinary Pay	Bonus Pay	Comments
Basic rate	Yes	No	Basic Pay
Overtime (various descriptions)	No	No	Ordinary Pay / Bonus Pay does not include remuneration referable to overtime
Travel and subsistence expenses / reimbursements	No	No	Ordinary Pay does not include expenses / reimbursements wholly and necessarily incurred in the course of employment
First Aid	Yes	No	Cash allowance / pay for additional responsibilities
Cleaning	Yes	No	Cash allowance / pay for additional responsibilities
Holiday Pay	Yes	No	Pay for leave
Back Pay	No	No	Does not relate to Ordinary Pay earned during the Relevant Pay Period
Shift Allowance	Yes	No	Shift Premium
Production Gross Pay	Yes	No	Basic Pay
Yard Gross Pay	Yes	No	Basic Pay
Driver Gross Pay	Yes	No	Basic Pay
Call Out	Yes	No	Cash allowance
Leading Hand	Yes	No	Cash allowance / pay for additional responsibilities
Key Holding	Yes	No	Cash allowance / pay for additional responsibilities
Car Allowance	Yes	No	Cash allowance
Additional Pay	Yes	No	Assume various cash allowances
Out Of Hours Allowance	Yes	No	Cash allowance / pay for additional responsibilities
Bupa payment	No	No	Employee benefit. Ordinary Pay / Bonus Pay does not include remuneration provided otherwise than in money
Notice Pay / Settlement Payment	No	No	Ordinary Pay / Bonus Pay does not include remuneration referable to termination or redundancy
Pension (employer)	No	No	Employer pension contributions
Phone / Internet	Yes	No	Cash allowance
Childcare Vouchers	Yes	No	Salary sacrifice deduction
Contract Rate	Yes	No	Basic Pay
Driver Night Rate / Driver Rate	Yes	No	Basic Pay
Night out no tax	No	No	Employee benefit. Ordinary Pay / Bonus Pay does not include remuneration provided otherwise than in money
Supervisor	Yes	No	Cash allowance / pay for additional responsibilities
Yard Rate	Yes	No	Cash allowance / pay for additional responsibilities
Fork Lift Truck Allowance	Yes	No	Cash allowance / pay for additional responsibilities

2022/23 reporting positions

Payroll element analysis (2 of 3)

The table below sets out the treatment of each payroll element. Specifically, whether it has been included as Ordinary Pay or Bonus Pay for the purposes of calculating Hourly pay (for calculating the Hourly Pay Gap).

Payroll element	Ordinary Pay	Bonus Pay	Comments
Statutory Sick Pay	Yes	No	Pay for leave
Statutory Maternity Pay	Yes	No	Pay for leave
Commission	No	Yes	Bonus Pay includes commission. Amounts paid during the Relevant Pay Period have been included in full to reflect a monthly earnings period
Basic Adjustments	No	No	Does not relate to Ordinary Pay earned during the Relevant Pay Period
London Allowance	Yes	No	Cash allowance
Weekend on call	Yes	No	Cash allowance
Weekday on call	Yes	No	Cash allowance
Foreign day rate	Yes	No	Cash allowance
South Weighting Allowance	Yes	No	Cash allowance
Commission Monthly	No	Yes	Bonus Pay includes commission. Amounts paid during the Relevant Pay Period have been included in full to reflect a monthly earnings period
Commission Quarterly	No	Yes	Bonus Pay includes commission. Amounts paid during the Relevant Pay Period have been apportioned by 1/3 to reflect the quarterly earnings period
Responsibility Allowance	Yes	No	Cash allowance / pay for additional responsibilities
Tea Breaks	Yes	No	Cash allowance
Team Leader	Yes	No	Cash allowance / pay for additional responsibilities
Access Sick Pay	Yes	No	Pay for leave
Other Payments	No	No	One employee received a payment under this pay type (£109.65). This pay type was excluded in previous years on the basis that it is a general pay type that includes pay types not considered to be Ordinary Pay. Including this payment results in a +0.1% change to the Median Hourly Pay Gap calculation.
Quarterly PM Incentive Bonus	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been apportioned by 1/3 to reflect the quarterly earnings period
Fire Marshal	Yes	No	Cash allowance / pay for additional responsibilities
Contractor payments	Yes	No	Day rate paid to one self-employed contractor who is considered a Relevant Employee due to the individual providing personal service to the Group.
Production Bonus	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been included in full to reflect a monthly earnings period
Monthly Bonus	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been included in full to reflect a monthly earnings period
Annual Bonus	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been apportioned by 1/12 to reflect an annual earnings period
Health & Safety Competition	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been included in full to reflect a monthly earnings period
Quarterly Bonus (Attendance)	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been apportioned by 1/3 to reflect the quarterly earnings period
Bi Monthly Bonus	No	Yes	Bonus Pay. Amounts paid during the Relevant Pay Period have been apportioned by 1/2 to reflect the two month earnings period

2022/23 reporting positions

Payroll element analysis (3 of 3)

The table below sets out the treatment of each payroll element. Specifically, whether it has been included Bonus Pay for the purposes of calculating the Bonus Pay Gap.

Payroll element	Ordinary Pay	Bonus Pay	Comments
Annual bonus	n/a	Y	Bonus Pay
Christmas bonus	n/a	Y	Bonus Pay
PM bonus	n/a	Y	Bonus Pay
Production bonus	n/a	Y	Bonus Pay
Monthly bonus	n/a	Y	Bonus Pay
Bonus (Other)	n/a	Y	Bonus Pay
Quarterly bonus	n/a	Y	Bonus Pay
Attendance bonus	n/a	Y	Bonus Pay
Health & Safety Quiz Bonus	n/a	Y	Bonus Pay
Long Service Bonus	n/a	Y	Bonus Pay
Cost of living	n/a	N	Considered Ordinary Pay as relates to a non-consolidated increase to employees' pay, therefore akin to an allowance payment
Winter Bonus	n/a	Y	Bonus Pay
Bi-Annual Bonus	n/a	Y	Bonus Pay



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