

## Gender Pay Gap Report for snapshot date 5<sup>th</sup> April 2022 (Reported April 23)

P. Flannery Plant Hire (OVAL) Ltd

### Our Vision

Flannery Plant Hire's (Flannery) vision is to be the 'most trusted and socially responsible plant hire company, that people are proud to both work with, and for'. Our vision is our aspiration for the future, it is the 'why' we exist and what we want to become.

The strategy to help us achieve our vision is underpinned our three strategic goals which are designed to ensure that achievement of short-term financial performance is appropriately balanced with maintaining Flannery's culture and long-term sustainability. These strategic goals are captured under our three pillars of: Great Place to Work, Operational Excellence and Partner of Choice from which we extrapolate our values: People, Safety, Innovation, Sustainability & Value.

### People

Within this reporting period, and in support of our strategic goal of being a great place to work, we have continued our focus across the business on Diversity and Inclusion, and Engagement and Wellbeing, for which we have developed independent strategies.

Flannery continue to be considerate of gender pay equality as part of our vision.

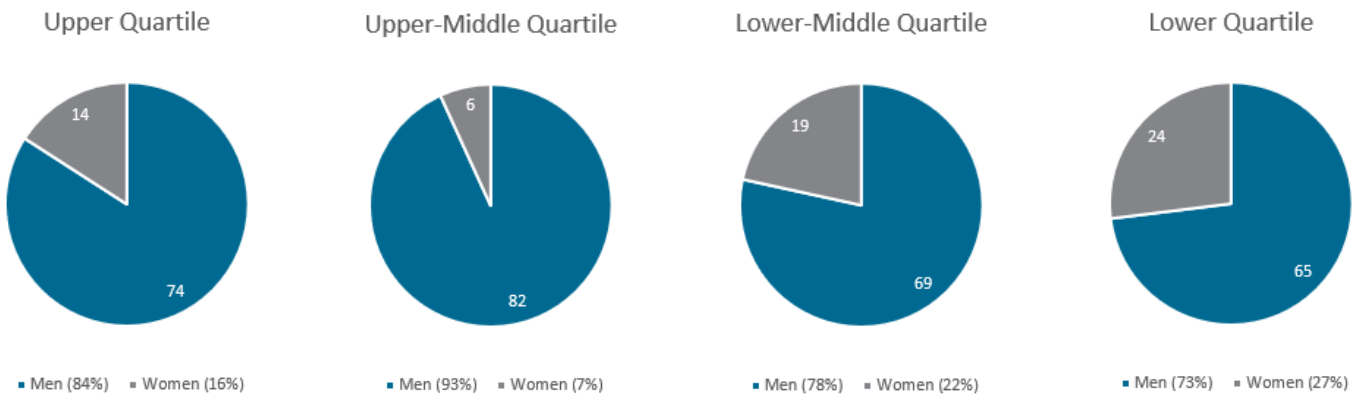
### What is the gender pay gap?

The gender pay gap shows the percentage difference between the average hourly earnings for men and women, regardless of their job role.

As an employer of more than 250 employees, Flannery is required by UK legislation to disclose information on our gender gap. The figures are calculated using a specific reference date (the 'snapshot date'); this is the 5<sup>th</sup> April each year.

On the 5<sup>th</sup> April 2022 Flannery had a total relevant employee headcount of 353. Of these, FHP are reporting on 290 males and 63 females.

## Our Pay Quartiles:



## Supporting Narrative

This is the first year Flannery have been required to calculate the gender pay gap across its business and present the data in this document as a benchmark to gauge future improvement.

Steps have already been taken to ensure a positive trend is established, to warrant people of any gender are paid with parity in like for like roles across the business.

Flannery are aware that, as throughout the construction industry, the majority of women in our workforce continue and tend to be in non-client facing roles (in support functions) and unlikely to lead onto operational/department/facility management roles, which are the type of positions that predominantly make up the top two pay quartiles. Flannery are actively recruiting more women into middle and senior management positions, both externally and through internal promotions.

Flannery are committed to supporting women in construction and will continue to work with local schools, colleges, and communities to help increase the number of female identifying workers across our sites at all levels. Our events and training team have been on hand to highlight the opportunities the industry has to offer, including hosting specific 'Women in Construction' events at our depots to encourage more women to join the sector.

Flannery aim to specifically target an increase in numbers of apprentices and key operational roles. Key actions to support this include:

- Investing in talent and apprenticeship initiatives
- Creating stronger alignment with the company's social value and sustainability strategies

- Broadening the diversity of our early talent workforce across under-represented groups
- Increasing the number of partnerships with schools and colleges to help educate and encourage more female representation into the industry.

## Our Workforce:

The Flannery Plant Hire gender pay gap report is based off data collected on the 5<sup>th</sup> of April 2022. At this time, there were 353 relevant employees within our workforce, comprising of 82% (290) male identifying and 18% (63) female identifying team members.

## Gender Pay Gap Statistics:

<b>Gender Pay Gap Results</b>	<b>%</b>
Mean Gender pay gap - hourly pay	6
Median Gender pay gap - hourly pay	10
Mean Bonus Paid	-16
Median Bonus Paid	-8
Proportion of males who were paid bonuses	1.6
Proportion of females who were paid bonuses	2.4

Each pay quartile represents a quarter (25%) of our total workforce ranked by pay.

This is a task of a significant scale. Flannery understand the work required for narrowing the gap and are committed to doing so.

For & On Behalf of Flannery Plant Hire

Patrick Flannery  
Managing Director