



2019 Ibstock Brick Limited - Gender Pay Reporting

We are pleased to report our Gender Pay Gap results for 2019. This is the third year of reporting in accordance with UK Government requirements, which were implemented to demonstrate the gap between the pay of female and male employees per hour and also information about bonus payments. We have wholly embraced the new reporting regulations and believe firmly in providing equal opportunities regardless of gender and ethnicity.

As a building products manufacturer, Ibstock Brick has traditionally attracted a very high proportion of male employees, especially within factory based production roles. Office based support roles have a more even split of male and female employees, including high representation of women in customer support roles.

Our current employee population reflects the traditional nature of the industry, with 86% of roles being occupied by men, including a high percentage of males employed in factory based production roles.

Although the results from our most recent analysis of our gender pay gap show little change in the proportion of women employed we continue work hard to encourage more females into the business. We firmly believe further continued action needs to be taken to increase the representation of women within our production facilities, which offer diverse roles suitable for all.

This gender pay gap data is a valuable tool to help understand why our own business and our industry are missing out on female talent. We see gender pay gap reporting as a critical step in our drive to attract, retain and develop a diverse workforce at Ibstock.

What impacts the pay and bonus gap at Ibstock Brick?

Manufacturing and the Building Materials industries continue to face a challenge in attracting more women into the sector. Ibstock Brick Limited is no different in this regard.

Due to the demographics of our workforce, there is an under-representation of women holding managerial and senior roles in production and in central functions, which is the main factor causing our mean and median pay gaps in favour of men.

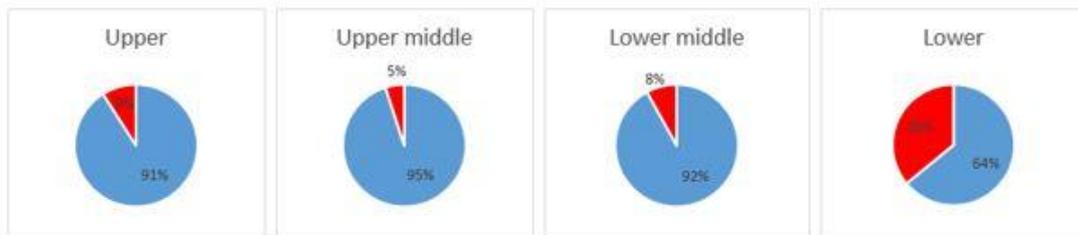
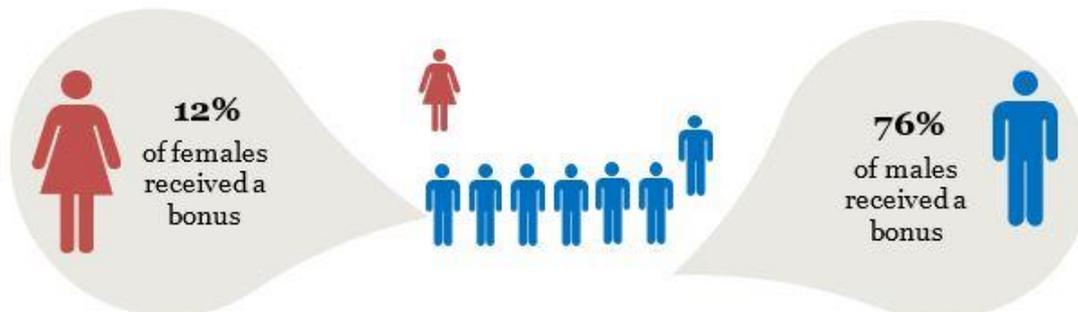
Bonus pay gaps are impacted by the following factors:

- The vast majority of our people are employed in production with the roles filled predominantly by men. At Ibstock Brick Limited, the pay structure includes an element of weekly variable pay which is linked to the delivery of production targets. This is captured in bonus pay. As a result, a higher proportion of male employees receive bonus compared to females (who on the whole are in salaried roles that have less variable pay elements).
- Where women earn a bonus, it is earned based on company and personal performance, including women in senior management roles who participate in the management bonus scheme. This management bonus can contribute a significant proportion of overall pay and is of a higher amount than the weekly paid production bonuses. These factors result in a bonus gap in favour of women when looking in aggregate across the entire organisation.

Ibstock Brick's gender pay gap 2019

Differences in pay and bonus between men and women

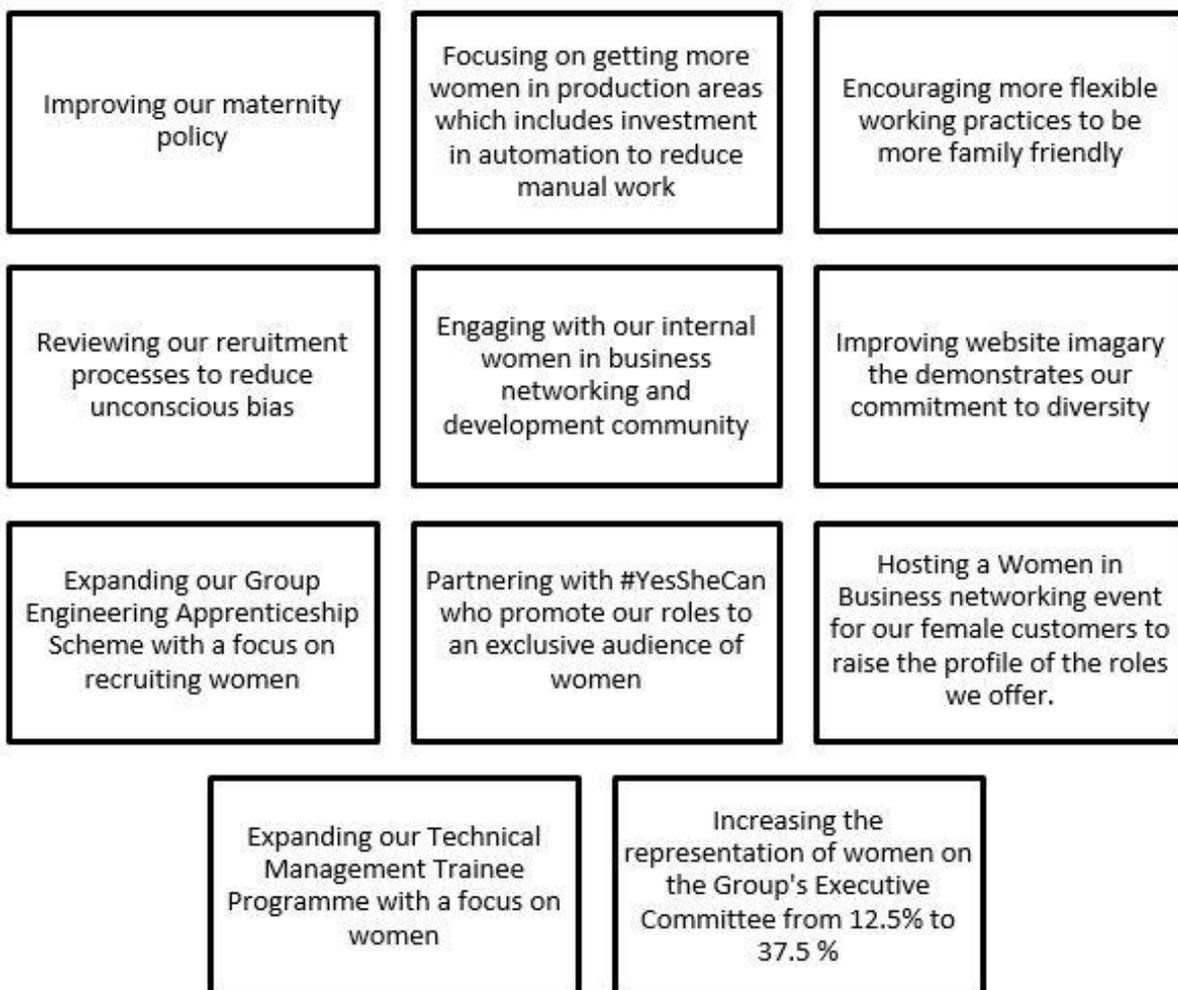
	Pay (by hour)	Bonus
Mean	9%	-28%
Median	22%	-26%


Number of males and females in each pay quartile

Proportion that received a bonus payment


Taking action

Our mean gender pay gap of 9% is better than the national average of 17.3%. In 2018 it was 17% and the low representation generally of women in the business means that the statistics show a volatility in the reporting. However, we are committed to regular analysis and monitoring of pay where we will continue to work to remedy any gap that we have.

At Ibstock Brick Limited we are committed to providing equal opportunities and increasing the diversity of our workforce. We are already undertaking several initiatives to increase diversity across our business:



We know it will take a long-term commitment to significantly change the make-up of our workforce – and of the manufacturing sector. We will continue to drive these efforts to make Ibstock Brick Limited a diverse employer of choice.

Nicola Hale

Human Resources Director