

Naylor Drainage is a long-standing, award-winning British manufacturer of building and construction products including clay and plastic pipes and concrete products. We employ circa 390 employees across 7 sites in the UK.

The Equality Act 2019 (Gender Pay Gap information) regulations 2017 require us to publish specific Gender Pay Gap information. This should not be confused with equal pay. Naylor is committed to reporting on an annual basis on its actions to reduce the gender pay gap and the progress that it is making.

For the purpose of this report, the figures are taken from the pay period into which 5 April 2022 falls.

The situation is markedly different in office-based roles. We have had considerable success in recruiting females into areas such as Central Services and Sales.

We have also been successful in terms of developing talented females, and many of these females have been promoted into senior roles up to and including Director level.

The negative gender pay gap above reflects the mix with a relatively high proportion of females in Managerial roles and a relatively low proportion of females in Operative roles.

The difference in median pay, of full pay men and women, expressed as a percentage:

"Median Gender Pay Gap": -16.16%
(negative- ie under this measure women earn more than men)

Again, the negative pay gap above reflects the mix and the difference in male/female roles at Naylor.

This is reflected in our gender pay gap figures below:

The compulsory metrics: Hourly Pay and Bonus Gap together with related commentaries are as follows:

The difference in mean pay, of full pay men and women, expressed as a percentage:
"Mean Gender Pay Gap": -7.73%
(negative under this measure, women earn more than men)

Our workforce employs more males than females (84.6% male, 15.4% female). We believe this is due to the nature of much of the work we undertake including elements of heavy manual labour and unsociable shift patterns, which have historically been less attractive to female applicants.

The difference in mean bonus pay of men and women, expressed as a percentage:

"Mean Gender Bonus Gap": 14.85% (positive- ie under this measure men earn more bonus than women)

The mean gender bonus gap figure is a reflection of the fact our organisation employs more males than females. The difference in mean bonus pay of men and women, expressed as a percentage:

"Mean Gender Bonus Gap": 14.85%
(positive- ie under this measure men earn more bonus than women)

The median gender bonus gap, which is favourable to females, is a reflection that we employ more females in senior roles which attract a higher bonus, for example in Sales.

The proportion of men and women who received bonus pay: Female 82.54% to Male 82.37%.

There is negligible difference the proportion of females and males receiving bonuses.

Richard Edwards
Managing Director
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