

STORY



Gender Pay Gap Report 2021

INTRODUCTION

Story Contracting Ltd is an ambitious, fast-growing business with plans for future growth and diversification into new sectors to support our growth plans and sustainability.

Our People are the core of who we are, our values and our continued success. We aim to be an employer of choice for our people by offering career development opportunities, transparent and fair reward schemes and an inclusive workplace to encourage our people to fulfil their potential.

We work in the traditionally male-oriented Construction industry, but as a family business our core values are an integral part of who and what we are. We are committed to being a progressive and fair employer and increasing the representation of women at all levels across the business. We are committed to ensuring we provide high quality employment and equality of opportunity for all.

We are fully committed to embracing change and promoting the way ahead at #Team Story. Not only does this make business sense but it ensures that we have the best talent in the industry working for us.



A stylized white signature of Jason Butterworth on a blue background.

Jason Butterworth, CEO



A stylized white signature of Helen Jameson on a blue background.

Helen Jameson, HR Director



As a company with more than 250 employees, Story Contracting is required by law to publish an annual gender pay gap report, taking into account snapshot data as at 5 April. This is the report for 5 April 2021.

Story Contracting fully supports the principles of equal opportunities and is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment.

STORY

GENDER PAY GAP FIGURES

GENDER PAY GAP

**2021 MEAN
PAY GAP
22.1%**

**2021 MEDIAN
PAY GAP
34.3%**

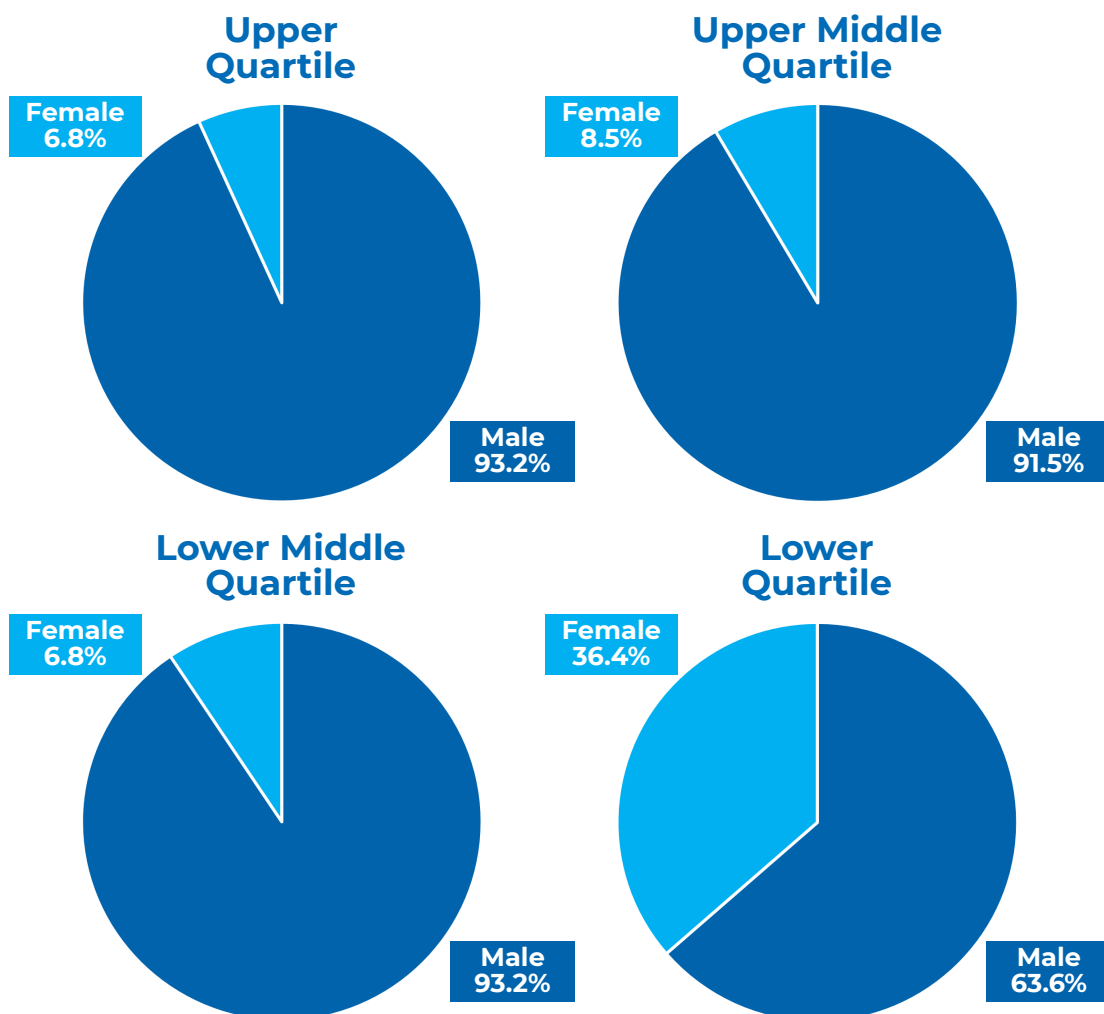
BONUS PAYMENTS

**2021 MEAN
BONUS GAP
47.9%**

**2021 MEDIAN
BONUS GAP
71.9%**

PAY QUANTILES BY GENDER

The information below shows the gender distribution across the business in four equal sized quartiles. The number of males in our business outnumber the number of females in each quartile:



WHAT DOES THE GAP MEAN?

We recognise that our gender pay gap still shows that on average men are paid more than women in Story Contracting Ltd.

It is clear however that the gap is not because of an equal pay issue. We ensure that men and women are paid equally for doing the same job. We have a robust salary benchmarking programme which ensures all staff doing the same role are entitled to the same benefits and salary bracket.

As at 5th April 2021, we employed more men than women – 86.6% of our workforce was male compared with 13.4% female and this contributes to our gender pay gap. Some of these roles have been senior appointments to support the future growth and diversification plans for Story Contracting Ltd which has impacted the gender pay gap figures.

We continue to take our responsibility for dealing with the gender pay gap seriously and are working on strategies which will help us to close the gap. These include:

- Recruiting graduates and apprentices to support the future of the business and to ensure a more diverse workforce, encouraging more applications from women for roles which are traditionally male-oriented in our sector. 38% of our Early Careers intake in 2021 was female.

- Providing opportunities for future generations and young women to see our industry as a positive place to work, through our involvement with initiatives and networks such as 'Dream Placement' and STEM engagement with Schools, Colleges and Universities.
- Developing robust career pathway routes showing clear steps, entry requirements and salary packages for each role.
- Providing mentors to our female staff to support personal growth and development.
- Reviewing our employment policies to ensure that they encourage women into our business and provide family-friendly support for all our working parents. We have recently introduced an Agile Working policy giving our people more choice over where they work. We continually review all of our HR policies to consider our Family Friendly and Maternity policies.
- Working with our customers and other companies to collaborate on how we can address gender gaps across the sector and look for ways to improve the opportunities available to a more diverse group.

REVIEW

This statement will be reviewed and updated on an annual basis.

STORY

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