

Gender Pay Gap Statement

A gender pay gap report is to highlight differences in its average hourly earnings between its male and female employees. As per the requirements we look at both the pay gap and bonus gap using both mean and median differences

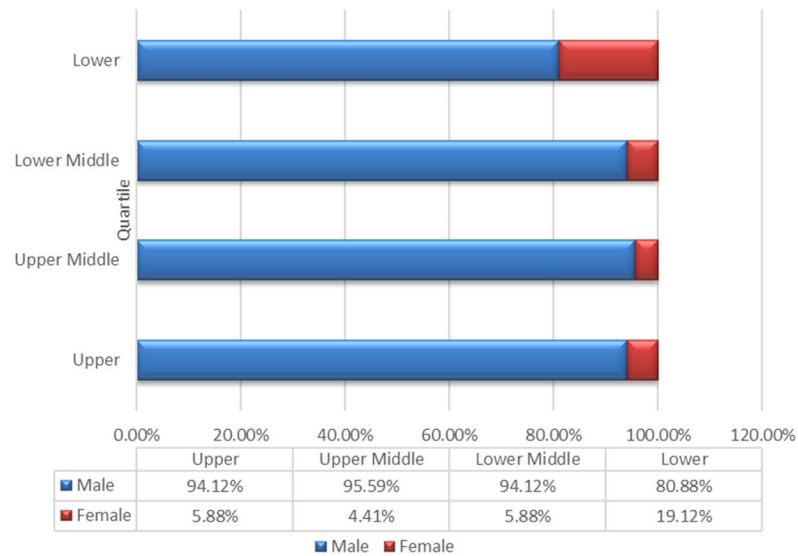
The hourly pay report has been compiled using the data from our snapshot on 5th April 2024. The bonus pay gap includes all bonuses paid during the 2023-2024 tax year.

The mean has been calculated using the total numbers of men and women separately divided by the sum of their hourly rates. The median is the midpoint hourly rate for both men and women when looked at from a lowest to highest amount, where there has been no absolute midpoint due to an even number of staff, the mean of the two straddling the midpoint has been used.

The following tables illustrate the GPG with negative percentages showing where the gap is biased towards female staff.

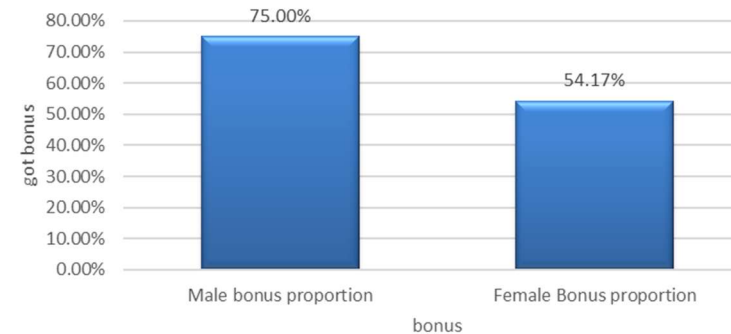
GENDER PAY GAP REPORT APRIL 2024

Proportion of male/female employees per quartile band



Pay Gap	Mean	Median
Hourly Rate pay	26.50%	12.69%
Bonus Pay	52.03%	-300.00%

Proportion of male/female employees who received a bonus



As an organisation where only 8.82% are women we are actively encouraging and focusing on attracting women into our core business departments.

Initiatives are not limited to but include:

Introducing more family friendly work policies – flexible working, extended time off agreements

Enhanced parental leave policy. Including an increase to maternity pay

Actively encouraging promotion from within to Senior Management levels

Encouraging the recruitment of female apprentices and junior staff members with defined career plans to facilitate an increase of female staff.

We realise this will on the whole in the short term only particularly affect the proportioning of lower level staff, however it is planned that these improvements will affect our proportioning positively in the medium to long term.

The construction industry as a whole is heavily biased towards male staff. We have set ourselves an internal target to achieve 15% female staff by 2030. We will review regularly to see whether we're on track, partly by gaining feedback from our current female staff and including their input and ideas of how they believe CRL can encourage more females into the workplace.

I confirm that the data and information presented in this statement are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Sanjay Patel

Managing Director