



octavius

2025

Gender Pay

Report



Statement on our gender pay report from our CEO

Helping our business to be an Employer of Choice who is fair, inclusive and provides a great place to work

Octavius wants to create a more inclusive workplace for women and increase the number of women in the company. We regularly check our gender balance and know that closing the gender pay gap is important for attracting and keeping a diverse team.

This year, women make up 27.91% of our workforce, up 2% from last year. We're seeing more women in both junior and senior roles. 43.2% of our lower-paid jobs are held by women, and the number of women in higher-paid roles has grown to 18%, up from 14.4% last year.

Even with this progress, there is still a mean pay gap of about 14.2% and a median gap of 23%. We are focusing on inclusive hiring, bias training, and flexible working to create more opportunities for everyone, especially under-represented groups.

The data in this report is accurate and meets legal requirements.

John Dowsett
CEO

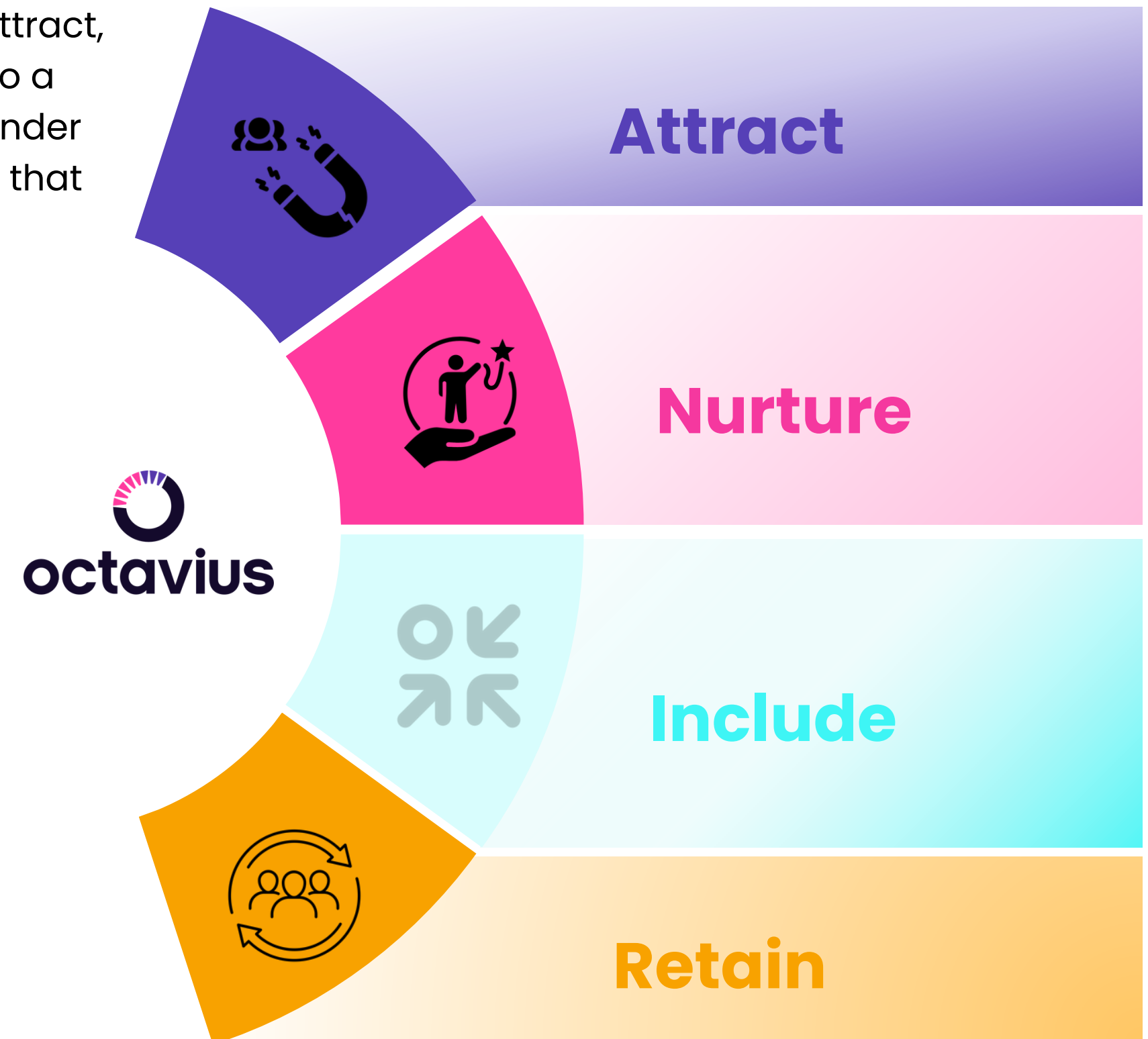


Inspired people are at the core of our people strategy

People are the heart of our business, our focus is on how we attract, nurture, include and retain people that are inspired, want to do a good job and want to be part of a great organisation. This gender pay report forms part of a suite of people focussed outcomes that supports our ambition to be an Employer of Choice

- ✓ **People are at the heart of everything we do**
- ✓ **Committed to fostering a culture of inclusivity, diversity and excellence**
- ✓ **Ability to attract and retain the right talent is fundamental to our growth**

The four pillars of our people strategy



Our gender pay report

The gender pay gap shows the difference in average hourly pay between men and women in a company, no matter what jobs they do. It's not the same as equal pay, which means paying people the same for doing the same or similar work. Equal pay is required by law.

Equal pay is legally required to protect employees from unfair treatment and to create a fair, inclusive, and equitable work environment for everyone.

The main reason for the gender pay gap is that men are more likely to have senior roles, especially in industries like construction and engineering, which have mostly employed men in the past.

Gender pay gap reporting?

Since 2017, UK law has required any business with 250 or more employees to publicly report the difference in average pay between men and women. This is called the gender pay gap. It shows the difference in pay between men and women across the whole company, not just people doing the same job. Gender pay gap reporting is different from equal pay, which means paying men and women the same for doing the same or similar work.

How do we make the calculation ?

We use pay data from all employees as of 5th April 2025, including normal pay and bonuses. Normal pay covers things like pay for leave and shift premiums, but does not include overtime, redundancy, pay in lieu of leave, or non-monetary benefits. Bonus pay includes things like profit or performance-related pay.

To work out the gender pay gap, we follow official rules. We list all men's and women's hourly pay separately, from lowest to highest. The median pay is the middle value in each list. We compare the median pay for men and women to find the percentage difference. The mean pay gap is found by adding up everyone's pay, divided by the number of employees, then comparing the averages for men and women. This shows the overall difference in pay between men and women in the company.

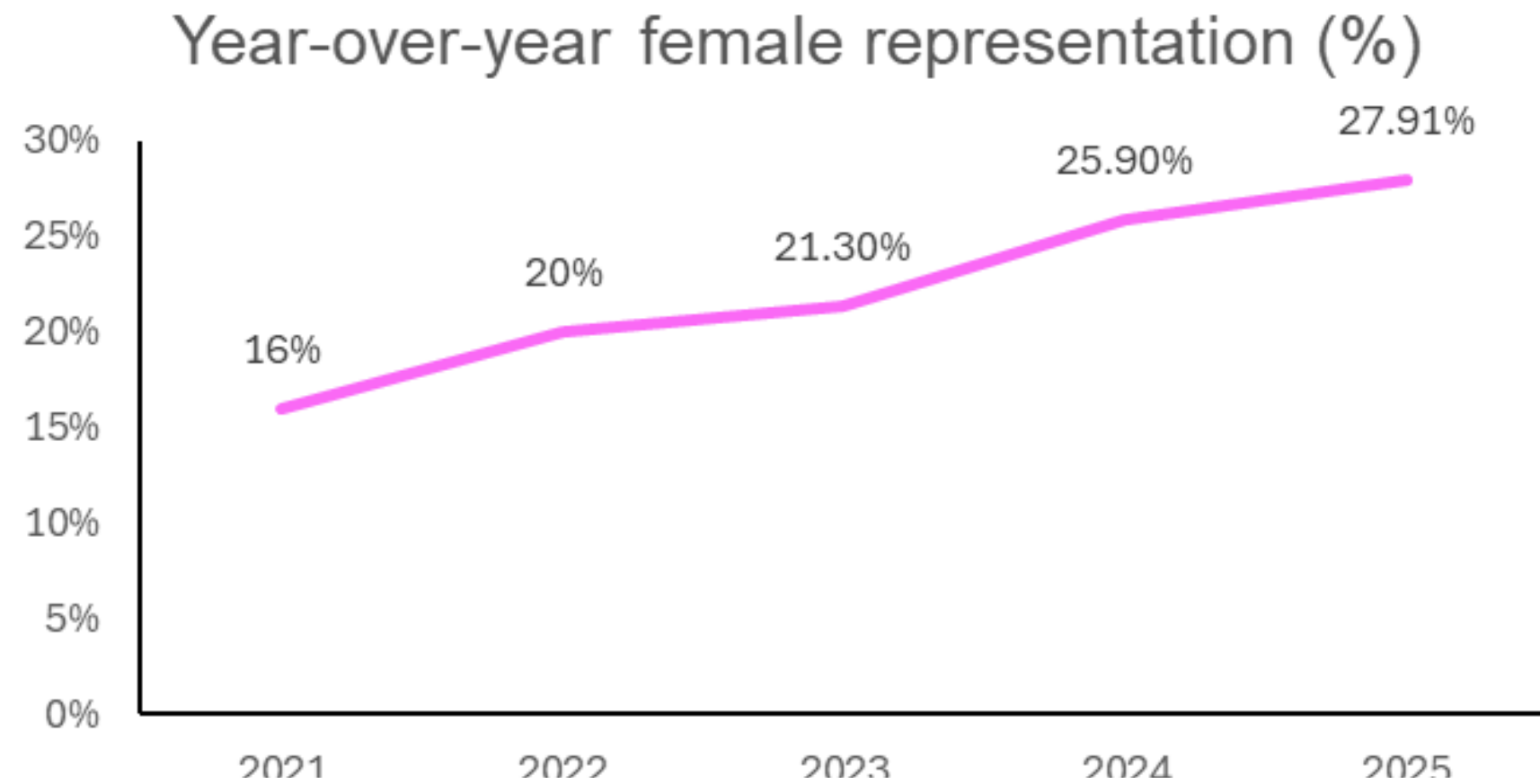


The data we use relates to:

1. Basic Pay
2. Paid Leave
3. Maternity and paternity pay
4. Company sick pay
5. Bonus pay

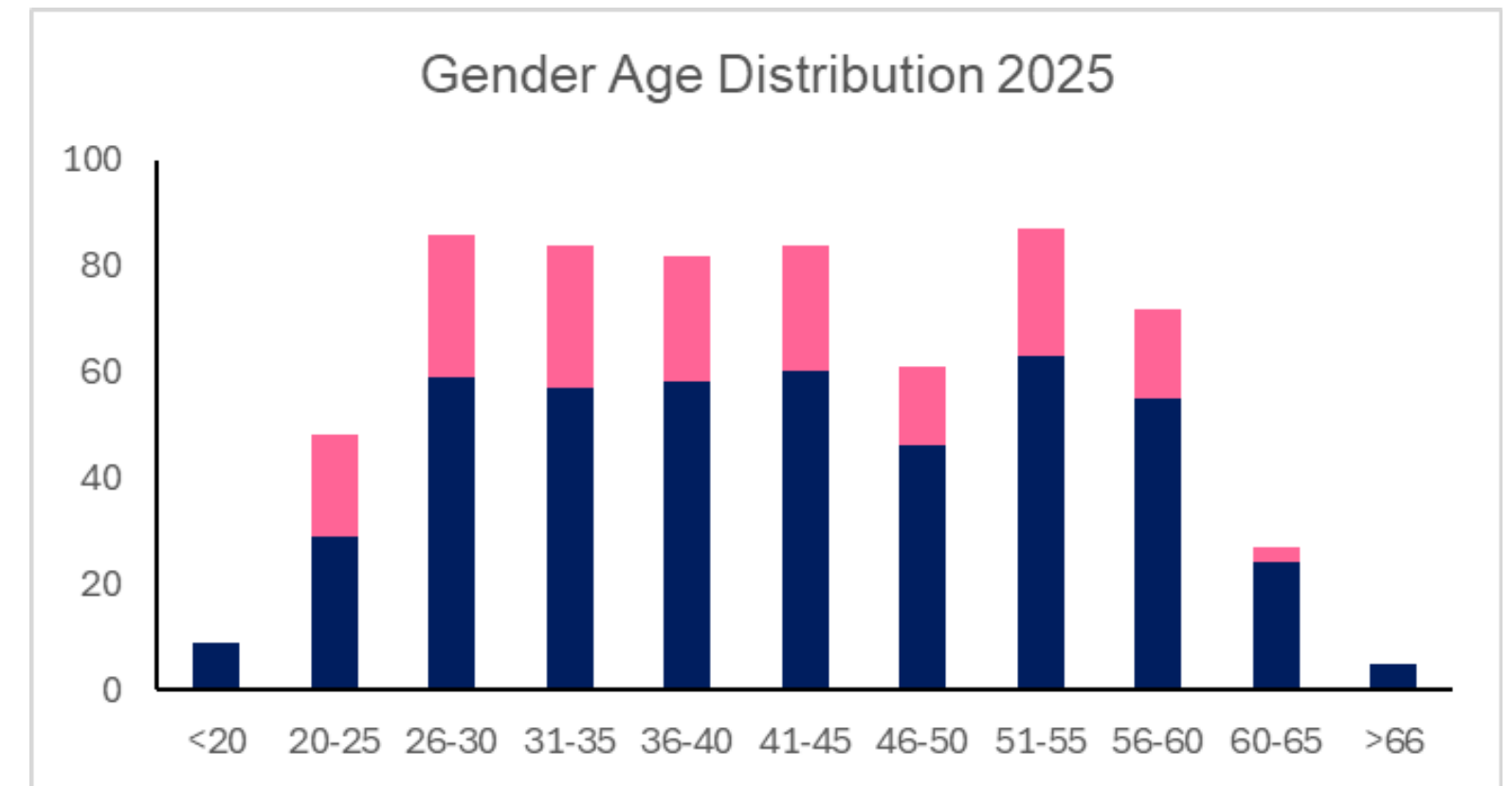
Our gender balance

Our total number of permanent employees on 4th April 2025 was 645, an increase from 587 in 2024. Due to our more inclusive recruitment practices, we have raised our female representation in the business from 152 women in 2024 to 180 women in 2025. This means that, in the past year, 48% of all additional employees that entered the business were female. The increase in female representation in the business is reflected in the graphs below.



The distribution of females across the business is relatively consistent in terms of age, except at the extreme age ranges, where there are fewer females.

All Age range	All	Male	Female	% Female
<20	9	9	0	0.00%
20-25	48	29	19	39.58%
26-30	86	59	27	31.40%
31-35	84	57	27	32.14%
36-40	82	58	24	29.27%
41-45	84	60	24	28.57%
46-50	61	46	15	24.59%
51-55	87	63	24	27.59%
56-60	72	55	17	23.61%
60-65	27	24	3	11.11%
>66	5	5	0	0.00%
Totals	645	465	180	27.91%



Overall, this distribution of the workforce and age ranges is representative of our industry, but it suggests that more women leave the industry as their age increases.

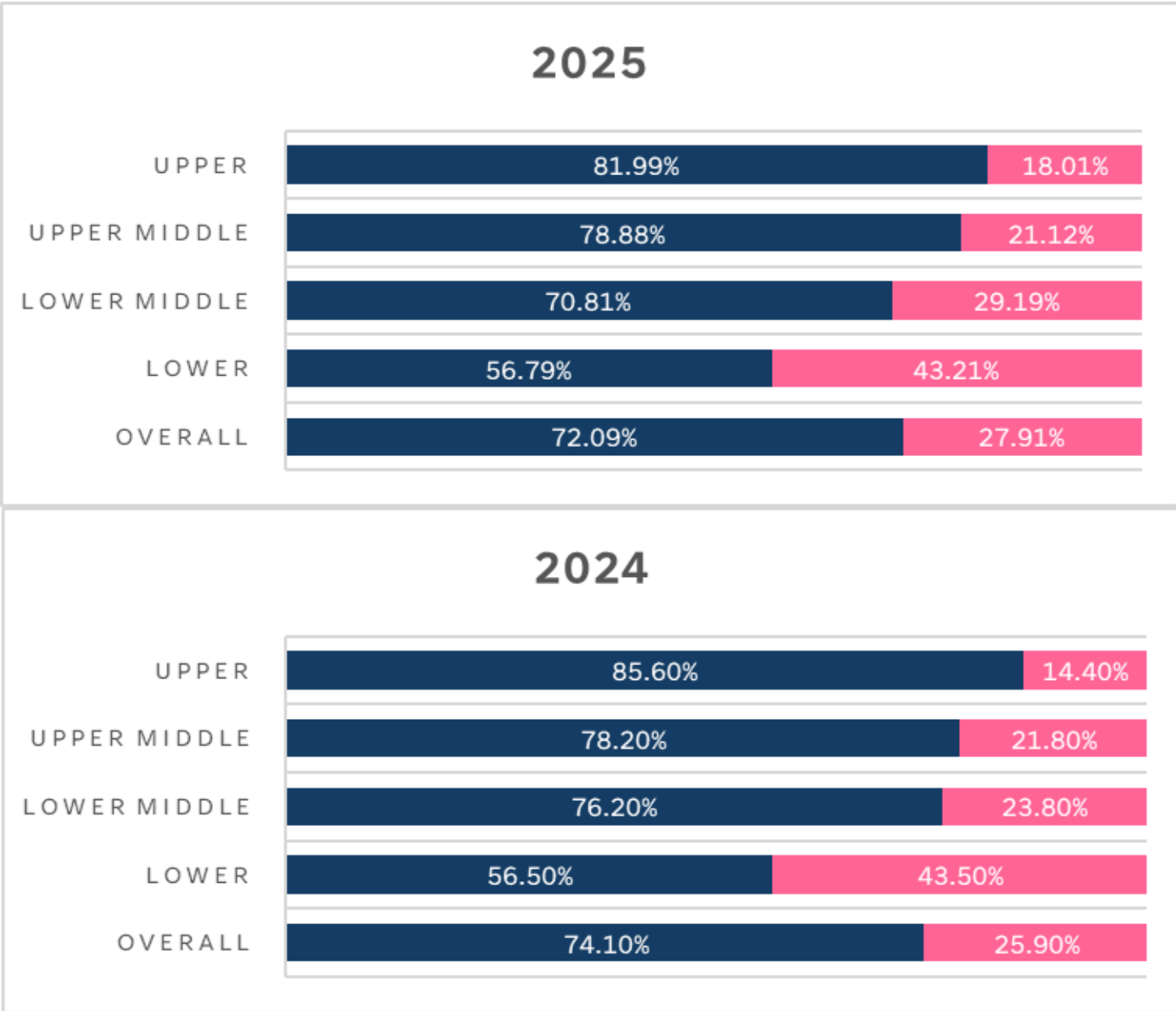
Our gender balance

The table below shows the percentage of men and women in each pay quartile. Quartiles are calculated by listing the hourly rates of pay for each employee from lowest to highest. The lists are split into four equal (or nearly equal) sized groups and the percentage of males and females in each group is reported.

Gender distribution	Overall	Lower	Lower middle	Upper middle	Upper
All no.	645	162	161	161	161
Male no	465	92	114	127	132
Female no.	180	70	47	34	29
Male	72.09%	56.79%	70.81%	78.88%	81.99%
Female	27.91%	43.21%	29.19%	21.12%	18.01%

The business has seen an increase in the total number of women from 152 to 180, representing an overall percentage increase of 18% from last year. The distribution shows that there are more women in the lower quartile than in the other quartiles.

The most significant growth has been in the upper quartile and lower middle quartiles, while there has been a decline in the number of women in the lower and upper middle quartiles.



This overall trend indicates that while women are entering our business, they are not necessarily moving into higher paid roles. While this is a positive sign of inclusive recruitment, we still need to focus on attracting and retaining more women in more highly paid roles to truly reflect society.

What is the pay gap in Octavius ?

A positive pay gap means that a certain group—in our case, white men—earn more on average than others.

A negative pay gap means women or ethnic minorities earn more than the majority group.

We check this data every year to see if the gap is getting bigger or smaller. Right now, both the average (mean) and middle (median) salaries are still higher for men than for women in Octavius.

Median pay gap data					
	All quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
2025	23.12%	3.45%	13.22%	17.49%	15.58%
2024	22.00%	7.60%	21.10%	20.80%	17.30%
2023	16.90%	7.60%	18.70%	21.90%	16.00%
2022	20.60%	8.20%	20.20%	20.70%	17.20%
Average pay gap data					
	All quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
2025	14.21%	3.33%	19.61%	17.43%	13.41%
2024	14.70%	7.60%	21.20%	20.40%	14.70%
2023	15.40%	6.60%	18.40%	20.60%	14.60%
2022	15.40%	8.30%	19.10%	20.80%	16.50%

Impact of Job Roles on the Gender Pay Gap

The types of jobs that men and women hold in a company have a big effect on the gender pay gap. Here's why:

- More Men in Senior Roles:** In industries like construction and engineering, men are more likely to be in higher-paid, senior positions. Women are often found in lower-paid or junior roles. This means that, even if men and women are paid equally for the same job, the average pay for men is higher because more men are in top jobs.
- Fewer Women in High-Paid Roles:** Our data shows that while female representation is increasing, there are still fewer women in the highest-paid quartile. For example, in 2025, only 18% of the highest-paid roles are held by women, compared to 43.2% in the lowest-paid roles. This uneven distribution increases the overall pay gap.
- Recruitment and Progression:** If women are mostly recruited into lower-paid roles and do not progress into senior positions at the same rate as men, the pay gap remains wide.
- Industry Trends:** This pattern is common in sectors that have traditionally employed more men, making it harder to close the gap without targeted action.

So, what do we do about it?



Although nearly half of the UK workforce are women, only about 14–21% of people working in construction and infrastructure are women, and most of these roles are in administration, design, or project management. The main reason for the ongoing gender pay gap is that there are not enough women in the industry. To fix this, we need to do more to attract and keep people from all under-represented groups, not just women.

Women in construction still face challenges like inflexible hours, unwelcoming attitudes, stereotypes, and working conditions that don't always consider their needs or work-life balance.

We recognise these issues and are actively working to make our business more welcoming to women and those from ethnic minorities. We value everyone's differences and believe that being inclusive helps our colleagues feel more engaged, motivated, and productive.

Concerns

- Challenges of attracting women to the industry
- All people being treated fairly
- Diversity in senior roles
- Geographical spread

Actions to take

- More visibility on the inclusion networks
- More visibility on recruitment practices
- More attraction of women
- More diversity in senior roles

What we have introduced to help the gender pay gap

1. Offering flexible working

Flexible working benefits both employers and employees by breaking down unseen barriers to employment. It creates opportunities for individuals who might otherwise struggle to apply for jobs (parents, carers, those with a disability). This not only permits a more diverse workforce, but also leads to improved financial returns for a business, expands the pool of job applicants and fosters an enhanced sense of motivation and company.

2. Investigating targeted benefits

We are exploring how our benefits can better support women, parents, and caregivers. For instance, we are considering options like allowing employees to purchase additional leave, providing compassionate leave, or offering unpaid leave for those who need to care for a dependent loyalty.

3. Encouraging shared parental leave

We are encouraging shared parental leave and have created fairer paternity and maternity policies to support parents in returning to the workplace after childbirth.

4. Reviewing salary and benchmarking roles

We recognise our moral obligation to promote fairness and equality in society. The gender pay gap not only has a significant impact on women and families, but also on businesses and the economy at large. We are committed to undertaking a review of pay and levelling up of some of our gaps in pay.

5. Creating a supportive network

We have introduced an Equality, Diversity, and Inclusion plan and launched a women's support network to provide guidance and assistance to the women in our organisation. This includes undertaking surveys, training and initiating mentoring for our women employees.

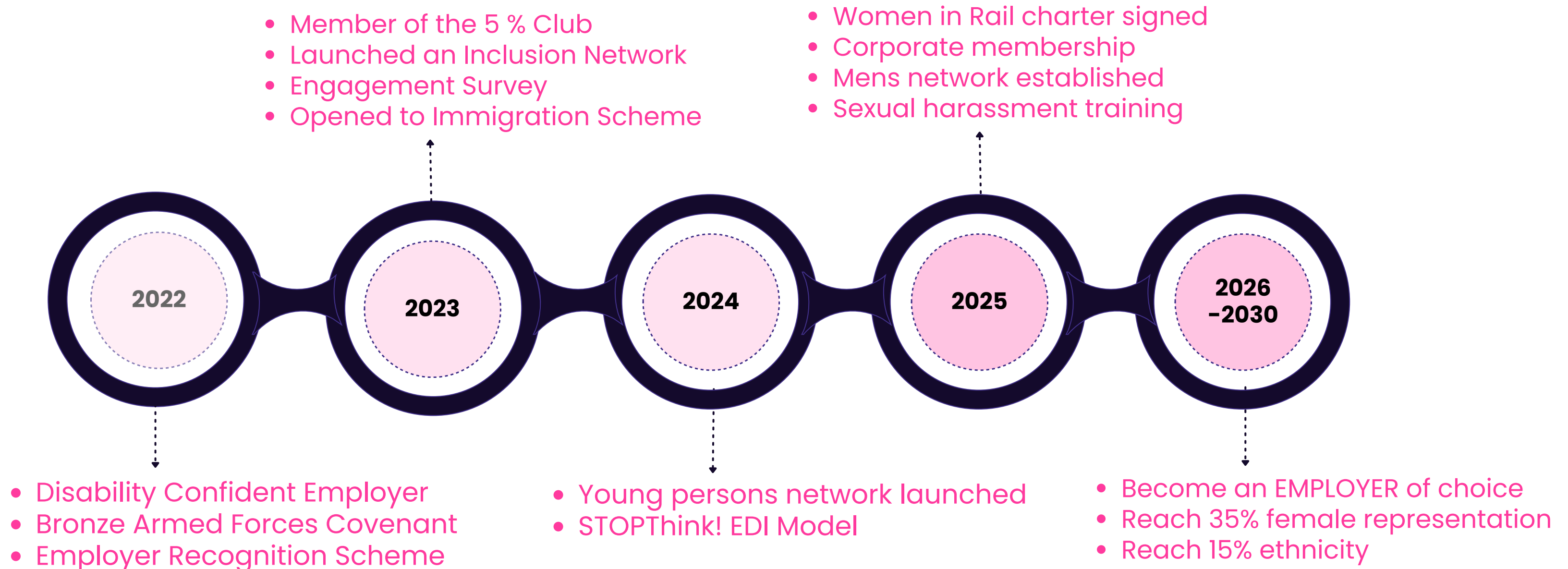
6. Recruitment and Selection

We have inclusive recruitment, selection criteria and training for hiring managers to reduce bias in the recruitment process to improve our business statistics and those of the industry.

Continual improvement

Have a thriving business where people inspired to be their best

Our actions need to deliver continual improvement and play a crucial role in fostering safe environments where employees can openly feel they belong, feel safe and are inspired to be their best. Feedback is essential to our culture of continuous improvement, helping us refine our practices to achieve best-in-class standards.



In summary

The gender pay gap is not just about paying men and women differently for the same job (which is illegal), but about the types of roles men and women have in the company. When more men are in higher-paid jobs and more women are in lower-paid jobs, the average pay for men is higher, creating a pay gap—even if equal pay laws are followed.

Delivering on these actions will allow us to meet our ambition and create a transformed, modern organisation where those we attract from the outside and those we develop within feel proud to be part of an inclusive diverse business.



“**Equality of opportunity will only exist when we recognise and value difference and diversity of thought, and work together for inclusion.**”

