

Females in Designated Roles 2024

Target Measure:

Diversity – percentage females in designated roles

Description:

The Group will increase females in the target group from 13 per cent (2023) by one percentage point to 14 per cent by end of financial year 2024.

Scope:

- Group Management Team
- Specific Group Leadership roles which include Head of Sustainability, Group Health, Safety and Environment Director, Group IT Director, and Group Risk Director
- Business leaders and their executive committees
- Regional and Branch Managers in the businesses

Methodology:

a. Calculation

$$\frac{\text{Total number of female employees in designated roles as of 31 December}}{\text{Total number of employees as of 31 December}} \times 100$$

(expressed as a %)

b. Definitions

The numbers are based on headcount i.e. absolute number of employees in the various roles irrespective of FTE.

Employees in designated roles includes all colleagues in the designated roles stated in the scope above as at the end of the reporting period.

Female employees in designated roles include the colleagues in the specified roles identified as female in the HR & Payroll system (in gender field) where the gender is typically taken from either the colleague's passport or their national insurance number, collected at the start of their employment, or later if there was a change. This may differ from the gender the colleague identifies with.

c. Data Collection

Total Employees and Female employees' numbers in the designated roles are taken from the PeopleXD system as of 31 December of the relevant year for the following businesses: Chadwicks, CPI Mortars, Grafton Group (UK & Ireland), Leyland SDM, MacNaughton Blair, Selco, StairBox, TG Lynes, Woodie's.

For the following businesses (that don't use PXD) the numbers will be taken from their local HR/Payroll system and provided to the Group HR function for consolidated reporting: IKH, Isero, Polvo, MFP, Salvador Escoda.

d. Verification

Data and calculation subject to Limited Assurance by EY