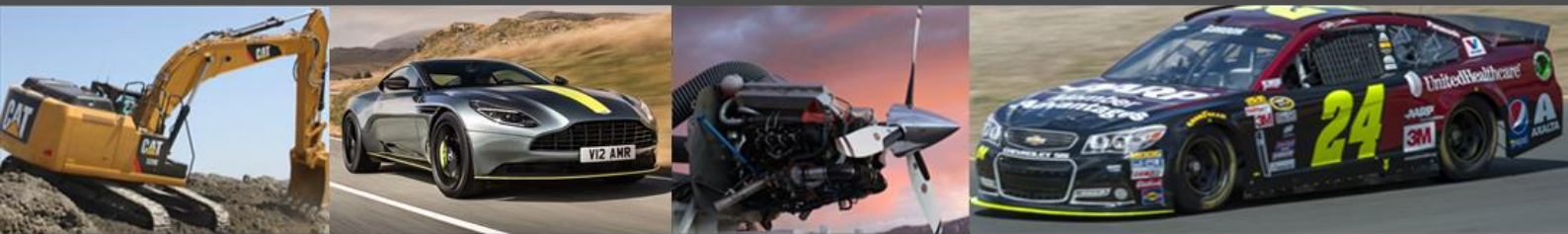




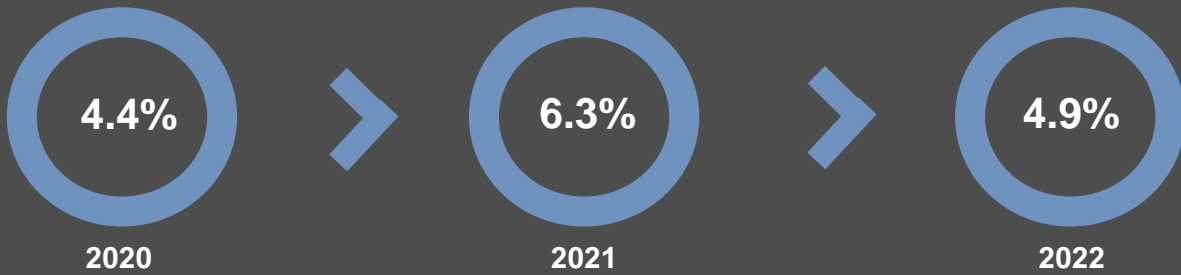
GENDER PAY GAP REPORT 2022



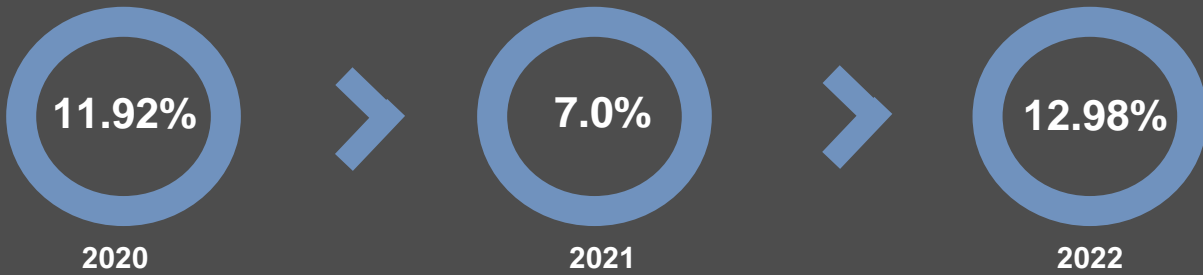
Grainger and Worrall Limited has a diverse workforce. We are committed to creating a working environment in which every employee has the skills they need to carry out their job effectively and safely and to help them to achieve their full potential, and in which all decisions are based on merit.

Grainger and Worrall Limited is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing how large our pay gap is between our male and female employees.

Grainger and Worrall Limited's Median Gender Pay Gap



Grainger and Worrall Limited's Mean Gender Pay Gap



Bonus Median Pay Gap

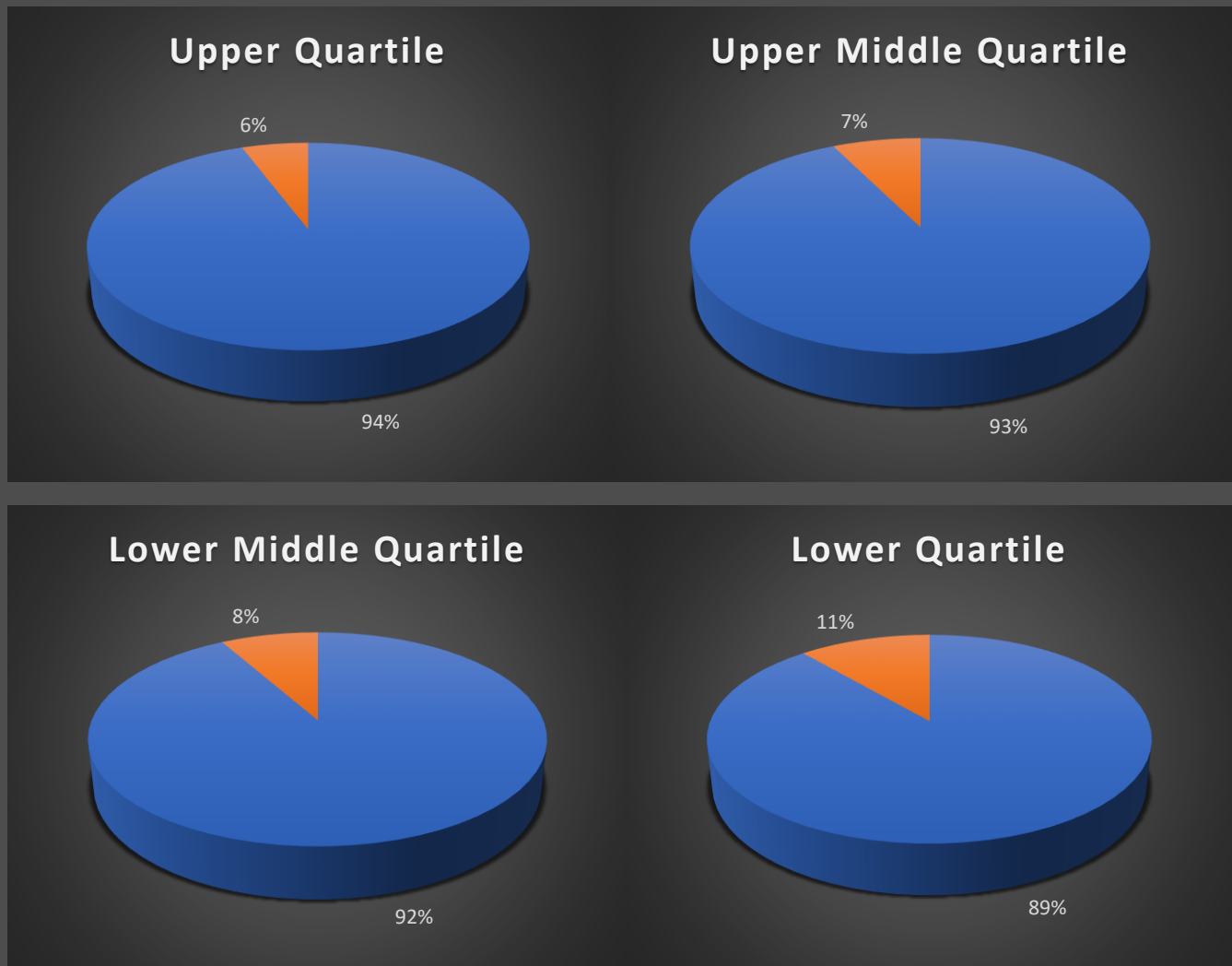


Bonus Mean Pay Gap



Office for National Statistics UK Average Gender Pay Gap is 14.9%.

Proportion of males & females in each pay quartile



 Females  Males

Proportion of males & females receiving a bonus payment

Males:  0.22%

Females:  0%

Understanding the gender pay gap compared to last year

- In 2022, the Company is reporting a 1.4% decrease in our median gender pay gap since last year, and a 5.98% increase in our mean gender pay gap.
- On the snapshot date, 3.52% of employees were on 'leave', and were receiving less than full pay due either being in receipt of statutory payments or not in receipt of pay for other absences. There were included for calculation purposes for the average (mean) gender pay gap using hourly pay, the median gender pay gap using hourly pay and the percentage of men and women in each hourly pay quarter.

What our data shows us

- There have been some changes to the proportion of males & females in each pay quartile in comparison with last year, with the proportion of women reducing by 2% in both the upper quartile and upper middle quartile and 3% in the lower middle quartile. The only quartile showing an increase being the lower quartile which saw an increase of 2% when compared to the previous year's figures.
- The significant under-representation of women in the engineering and foundry sectors at all levels within the UK continues to affect our gender pay gap statistics in light of these two sectors combined forming the majority of our workforce.
- Occupational segregation - the inequality in the distribution of women and men across different occupational categories which often commences in their educational choices – comprises a significant cause of our gender pay gap.
- There remain relatively few females in senior leadership roles, and this is reflected in the proportion of males & females across all but the lower pay quartile.
- The median bonus gap of 100% is a consequence of only one employee, employed in the snapshot period, receiving a project related bonus. That employee was male, with the last companywide bonus paid in the 2020 reporting period.
- Gender Pay Gap reporting is distinct from equal pay, which relates to what women & men are paid for performing equal work. Grainger and Worrall Limited is confident that its gender pay gap is not related to an equal pay issue.

How we are tackling our gender pay gap

Recruitment & Selection

We continue to tackle occupational segregation (the inequality in the distribution of women and men across different occupational categories) at a local level by partnering with local schools and colleges, along with universities that provide engineering degrees relevant to our requirements, to promote career opportunities in the engineering and foundry sectors as a future career for females.

We use structured interviews in most of the recruitment activity undertaken and we use skill-based assessment tasks in recruitment, where possible, wherein tasks are standardised and scored objectively.

A percentage of appointments are ex-employees wishing to return to the Company, so allowing those to return who take career breaks for various reasons including for caring responsibilities.

Learning and Development

All of our employees have the same access to learning and development opportunities, so ensuring women are given fair & equal opportunity to progress. Through our appraisal process, we develop a career plan for employees irrespective of gender.

Increased Awareness

We have embarked upon a series of promotional and engagement videos released across various social media platforms highlighting our staff and particularly emphasising the roles of women with our business.