

Ethnicity Pay Gap Report 2026

Founded in 1961, The Higgins Group is a family run Group of Companies has been built a reputation as one of the most forward-thinking construction companies in the UK. Our values focus on both our clients' needs and the well-being of our staff, and recruiting and retaining good people has been central to Higgins' success for the last 65 years. We understand the importance of career development and training for every individual at every level and are continuously investing in new training and development initiatives.

The Higgins Group is an Equal Opportunities employer and strives to pay employees equally for the same, or equivalent, work. We believe creating an environment where people can work, grow and succeed is vital to our success, regardless of their ethnicity.

Although there is no legislative requirement, Higgins Group PLC has calculated its ethnicity pay gap report for the year preceding April 2025. For ease of comparison, the format of the Gender Pay Gap has been mirrored to establish a benchmark for the Company to monitor.

The Board Directors of all Group companies have a bonus structure incentivisation scheme which forms part of their remuneration package. Due to strong performance and stability of the business, the Directors were pleased to be able to pay a discretionary bonus to staff based on individual performance in the year which has given a positive result in the 'bonus' gap figure. In addition, the working shareholders, also Directors, receive bonus in lieu of dividend return on their investment.

The results are shown below:

Overall Pay Gap	2025	2024	2023	2022
% Median	18.30	9.95	0.49	14.45
% Mean	29.66	24.09	22.69	30.52

Pay Quartiles by Ethnicity		
Quartile	% White	% Ethnic Minority
Lower	60.00%	40.00%
Lower Middle	64.62%	35.38%
Upper Middle	53.85%	46.15%
Upper	90.77%	9.23%

Bonus Gap	2025
% Median	40.00%
% Mean	70.72%

Receiving Bonus	2025
	87.98% White
	71.76% Ethnic Minority

Mark Francis
Group Finance Director