

Gender 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 that creating an environment where people can work, grow and succeed is vital to our success, regardless of their gender.

Although more women are continually joining the construction industry, we acknowledge that it is still a heavily male-dominated field, and this significantly contributes to our gender pay gap. Women in senior management roles are inadequately represented, and we still have more women in our lower pay quartile than there are in both the upper middle and upper quartiles combined. The Company are remaining vigilant in the attraction and selection of more women into senior roles to increase a higher percentage of female representation into management and senior management roles in the business. We are proud to have three females at Director level.

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 figures. In addition, the working shareholders, also Directors, receive bonus in lieu of dividend return on their investment.

Employees have an opportunity to directly apply for the Management Development Programme. The programme is designed to enhance and strengthen the selected employee's leadership capabilities and create a pathway into senior management roles within the business.

Within the construction industry there is a higher proportion of males attracted into site-based construction roles, spanning from a wide range of weekly paid skilled and non-skilled operatives to site management. Higgins are committed to addressing the gender representation across roles by supporting women into the workplace and promoting gender equality across the business. The Higgins Group are proud to be silver members of "Women into Construction", an organisation helping to recruit highly motivated, trained women, wishing to work in this industry who provide bespoke support to women.

We continue to welcome Management Trainees onto our successful ‘Building your Future’ Scheme, where they spend time in every department across the business over an 18-month period. Following this, the Management Trainees then choose one area of the business they wish to specialise in. This programme means they can gain ‘hands on’ experience in all areas of the business whilst working towards either a RICS or CIOB accredited degree at University. We aim to continue receiving interest from both males and females of school leaving age who would like to consider a long-term career in the construction industry.

Furthermore, the Company have enhanced our maternity policy to assist working women.

Higgins Group PLC has calculated its gender pay gap report as at **April 2025** and the results are as follows:

Overall Pay Gap	2025	2024	2023	2022	2021	2020
% Median	45.49	45.32	44.27	39.90	45.08	53.82
% Mean	36.01	38.86	40.52	39.10	45.14	49.58

Pay Quartiles by Gender		
Quartile	% Males	% Females
Lower	52.11	47.89
Lower Middle	72.86	27.14
Upper Middle	88.57	11.43
Upper	87.14	12.86

Bonus Gap		Receiving Bonus	
% Median	40.00	80.18% Males	
% Mean	59.85	78.95% Females	

We confirm that the gender pay gap data for Higgins Group PLC is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mark Francis
Group Finance Director