

# Gender pay gap report 2020



**BMI**

BMI presents Monier Redland Limited's Annual Gender Pay Gap report, as part of the government's Equality Act 2010 and the company's commitment to transparency and equality in the workplace.

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# Introducing our company

BMI UK & Ireland is part of BMI Group, the largest roofing and waterproofing company in Europe, with a significant presence in Asia and Africa. Bringing together some of the biggest and most trusted names in the industry including Redland and Icopal.

Our market-leading brands cover pitched and flat roofing and waterproofing technologies, meaning that we can recommend the best solution for our customers' needs.

BMI UK & Ireland operates seven manufacturing and five distribution sites nationally, plus a renowned BMI Academy. This report is produced for Monier Redland Limited, part of the BMI UK & Ireland business.



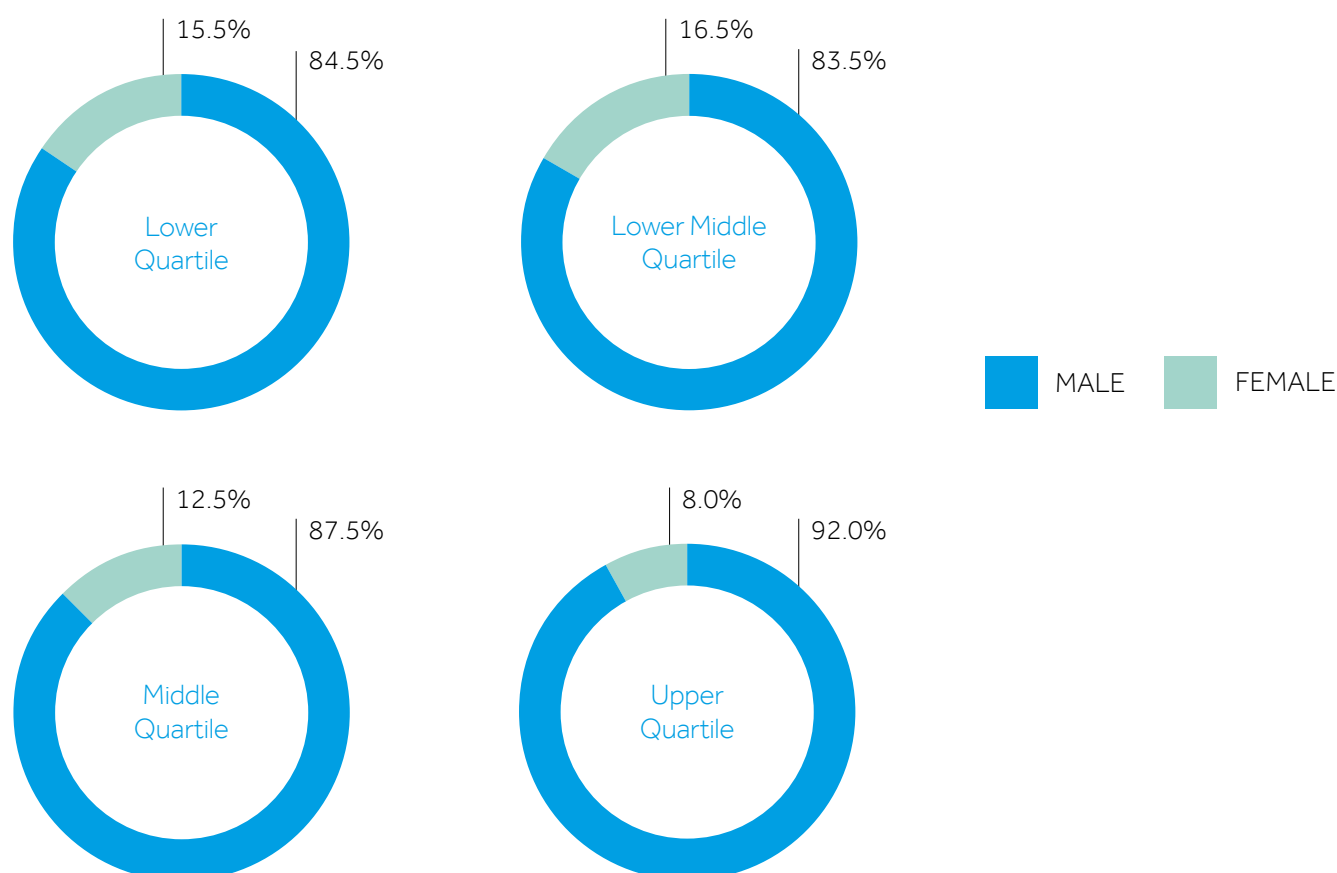
## GENDER PAY STATISTICS

The employee demographic covered by the 2020 Gender Pay Gap are as follows :

	Male	Female
Monthly Paid	198	61
Weekly paid	228	3
All	426	64
% Population	87%	13%

The weekly payroll covers those employed in the manufacturing environment as well as our warehousing operations. The tables below show the mean and median hourly pay gap in Monier Redland Limited as at the snapshot date of the 5th April 2020. It also captures the mean and median difference between bonuses paid to men and women at Monier Redland Limited in the year up to 5th April 2020, i.e. for the 2019 performance year, and the percentages of men and of women receiving bonuses.

Measure	2020	2019	2018	2017
Hourly Pay Gap - Mean	8.8%	2.9%	8.6%	10.0%
Hourly Pay Gap - Median	8.07%	-4.2%	8.8%	16.3%
Bonus Pay Gap - Mean	10.59%	8.2%	8.0%	3.5%
Bonus Pay Gap - Median	5.26%	-10.8%	-5.4%	-3.3%
Proportion of Men Receiving Bonus	83%	84%	76%	81%
Proportion of Women Receiving Bonus	94%	89%	81%	85%



## COMMENTARY

Gender pay gap is defined as the difference in average earnings of men and women, regardless of their role or seniority. It differs from equal pay, which is the right for men and women to be paid at the same rate of pay for work that is of equivalent value. We are confident that men and women are paid equally for doing equivalent roles.

At Monier Redland Ltd, as with many other companies in this sector, our gender pay gap is affected by the high proportion of men in our business particularly at management levels. This reflects the gender balance of the sector at large.

We have made good progress in recent years- with 33% of our plants now led by women and women represented on the leadership team- but we recognise that there is still a long way to go.

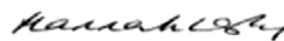
Our focus internally over the coming years is to ensure that female employees are given equitable access to development and promotion opportunities by reviewing our talent management frameworks and processes, and removing bias where it exists.

Externally, when recruiting we take a 'comply or explain' approach to having gender-balanced candidate shortlists for salaried positions and we ensure that all female candidates are interviewed by at least one woman during their interview process.

To support these policies and initiatives we have recently embarked on a large scale unconscious bias awareness programme. We believe that helping managers to understand unconscious bias is foundational to the future success of all DEI endeavours.

The leadership team also works in partnership with our employee-founded, MD-sponsored Diversity & Inclusion Taskforce to understand, the employee perspective, our barriers to achieving greater gender diversity and to put plans in place to overcome them.

We believe that Monier Redland Ltd's future success is dependent on attracting and developing diverse talent and enabling it to thrive in an inclusive environment. Achieving this will be one of our top business priorities in the years ahead.



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BMI UK & Ireland is part of the world's largest roofing and waterproofing manufacturer. A global business specialising in building materials for today's and tomorrow's needs. BMI is a new name, backed-up with over 180 years of experience and knowledge. Bringing together the roofing expertise of industry leading Icopal and Redland and their experience in the specification, manufacture and supply of flat and pitched roofing solutions. United to deliver excellence for our customers.

Learn more at [www.bmigroup.com/uk](http://www.bmigroup.com/uk).