



# Gender Pay Gap Report

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Sustainable Site Solutions







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## Introduction

Garic is a sustainable site solutions provider in the UK that employs 277 people split across 5 locations. Known for over 37 years of innovation, people and sustainability, we think beyond the box and focus our experience on helping our customers' people feel valued and safe. This is equally important within our own teams. We aim to be better – setting the highest standards and going beyond them. And we do the right thing: Inclusivity, commitment, responsiveness – these aren't buzzwords, they're the values we live by.

We are actively engaged in a group wide programme (Project Compass) within the wider Bibby Line Group of companies to ensure that we attract people from a wide variety of backgrounds. We recognise as a successful, growing business, we have a responsibility to drive progress in this area. We continue to see women in a variety of roles across the business and increasing female representation is something we are committed to improving.

Like many other businesses in our sector, we struggle to recruit women into our operational roles and so our workforce is reflective not only of the nature of our business but also the sectors we operate in. A significant proportion of our colleagues are in operations roles such as HGV drivers, fitters, production, refurbishment and depot operations (all of which are typically male dominated) however, we are pleased to see female representation is remaining consistent and improving in some areas of the business.



**Mark Albiston**  
Chief Executive Officer

Since our previous Gender Pay Gap report the number of females has remained at 21% and by the end of 2024 the number of females was 21.2%. When comparing this to the construction industry average of 15%, it reflects the efforts made across the business to break down the divide and attract females to our business.

Females constitute 21% of our upper quartile in colleague hourly pay rates, marking an increase of 2.9% compared to the previous year. In the upper middle quartile, the representation of females stands at 9%, reflecting a decrease of 4.2% from the prior year. The largest representation is observed in the lower quartile at 37%, up from 34% the previous year. Additionally, there has been a decrease of 9.9% in the lower middle quartile, with female representation at 16% in 2024 compared to 26% the previous year.

Currently, women made up a significant proportion of administrative roles within the business, and while these are statistically among the lower grades, in 2024 we implemented a new approach to talent and succession with the aim of creating a culture where colleagues are empowered to grow their career with us and valuing talent at all levels of the organisation.

### Gender Pay & Bonus Gap

Difference between Men & Women	Mean (% change from 2023)	Median (% change from 2023)
Gender Pay Gap	9.13% (-3.89%)	9.07% (-1.20%)
Gender Bonus Gap	24.1% (13%)	-16.2% (-30.1%)





**In April 2025, females make up 16% of our Executive Team, 40% of our Senior Leadership Team and 23% of our wider Leadership population.**

Analysis of the Gender Pay Gap includes reflects that we have continued to narrow the Gender Pay Gap which is in part due to having a higher proportion of women in the upper quartile range (21% in 2024, PY 18%).

The median Gender Bonus Gap reflects that a higher proportion of our female colleagues were eligible for bonuses above our general Colleague Profit Share bonus.

Over the last 12 months, we have reaffirmed our approach to flexible working having reviewed our Flexible Working Policy in August and committed to a Hybrid Working approach in September. We remain committed to our Family Friendly Policies which provide enhanced pay for maternity, paternity, adoption and shared parental leave.

In 2024 we also maintained a commitment to match the Real Living Wage providing our colleagues with greater financial stability and reducing financial stress. This also ensured that the gap between our lower quartile and lower middle quartile was reduced having a positive impact on our Gender Pay Gap.

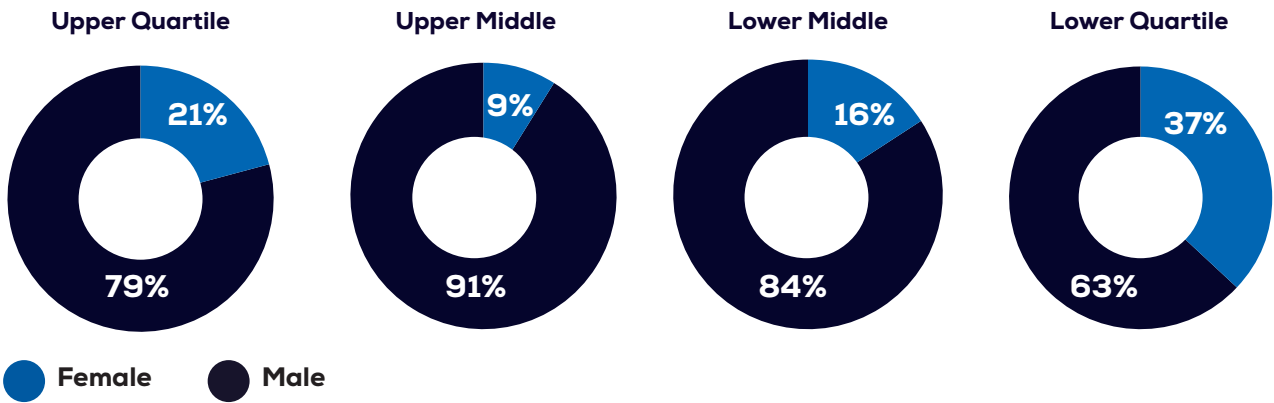
As part of our ongoing commitment, we continue to monitor gender diversity within the business with a focus on our senior leadership population. In April 2024, females made up 25% our Senior Leadership population and 33.3% of our wider Leadership population of managers. In April 2025, females make

up 16% of our Executive Team, 40% of our Senior Leadership Team and 23% of our wider Leadership population including team leaders and supervisors. Throughout the year we will continue to report this data and monitor our progress to improve gender diversity.

**Here is a snapshot of our progress over the last 12 months:**

- Launched our new approach to talent and succession in quarter 1 2024
- We celebrated International Women’s Day with an Inspiring Inclusion workshop
- Ran unmasking unconscious bias workshop as part of our Encompass Women’s network
- Launched “Inclusive Leadership: The Compass Active Inclusion Leadership Workshop” through the Bibby Line Group
- The Bibby Leaders Forum in September including a session on inclusion.
- We have run more workshops on the Prevention of Sexual Harassment with our business leaders
- In 2025 we are launching new inclusive recruitment guides that ensure that our recruitment process is inclusive of people from all backgrounds, helping hiring managers continue to live our vales and be a fair and responsible employer.

**Percentage of female employees**







Over the last 12 months, we have reaffirmed our approach to flexible working having review our Flexible Working Policy.



Key points to note from the findings

- In April 2024 our mean gender pay gap decreased by 3.89% and median gender pay gap decreased by 1.2%. This can be attributed to changes to the gender mix in our top quartile pay band and uplifting our the hourly pay for our lowest paid colleagues in line with the Real Living Wage.
- Our median Gender Pay Gap remains lower than the UK median pay gap which is 13.1% (ONS – April 2024).
- We have improved female representation within our leadership roles and in 2024 appointed a female to our Executive Team.
- The mean gender bonus gap has increased by 13% driven by bonus payments being made to an all-male Executive team in April 2024 plus the sales bonus scheme which contains more men than women.
- The median gender bonus gap has decreased by 30% as a result of the median point for men entitled to a bonus being at a lower level than females who were entitled to other bonus schemes which paid at a higher level.
- 96% of men received a bonus and 97% of women received a bonus.
- Female colleagues made up 21% of Garic colleagues and that has remained consistent throughout the year.
- We have several roles in the business that include allowances paid in addition to their basic pay. These roles are typically occupied by males which increases the mean gender pay gap as females tend to be in roles that do not attract similar allowances.

Female Employee Senior Leadership Population



● Female ● Male





**A higher proportion of our female colleagues were eligible for bonuses above our general Colleague Profit Share bonus.**

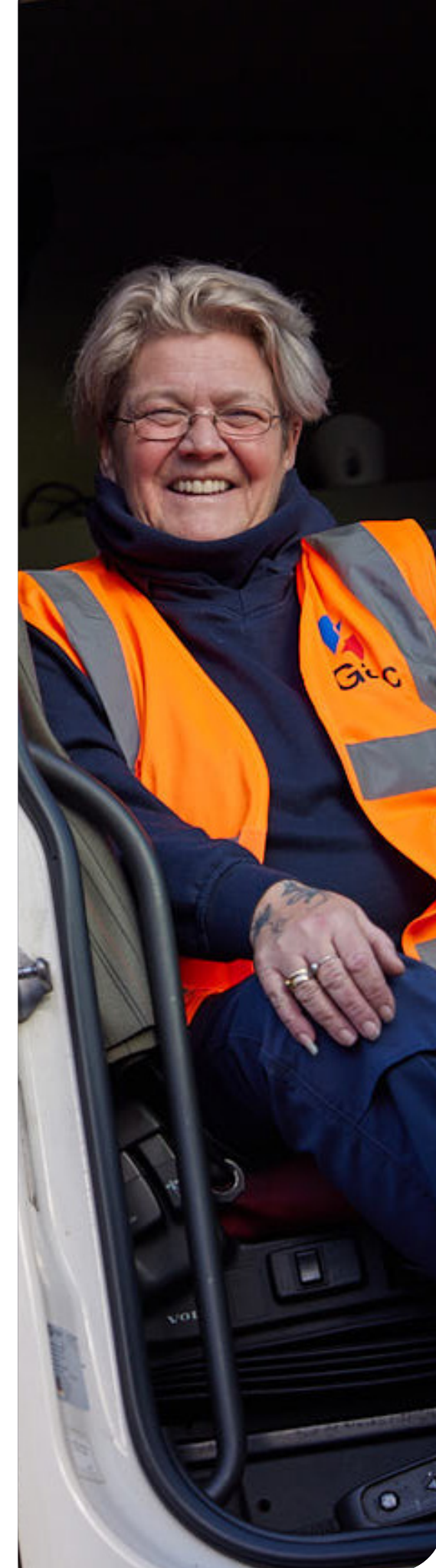
#### Proportion of Colleagues Receiving Bonus



## Summary

In summary, we remain focused on building an inclusive environment and culture. We're known for looking after our customers' welfare and want to make our own people feel safe and valued, giving colleagues the opportunity to reach their potential, regardless of their gender. We are committed to narrowing the gender pay gap, through a range of activities as outlined, however, key to this is ensuring that all colleagues have access to development opportunities and that we have a clear understanding of any barriers that may prevent this. Our ultimate aim is to ensure that we can encourage and support colleagues of any gender to grow and develop in their roles, whilst creating an environment where colleagues are supported with their home and work life balance.

\*Where the term quartile is used in the text, this refers to the data set which represents the distribution of payrates for all Garic colleagues with the statistics being calculated in accordance with Government Guidelines.







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## Sustainable Site Solutions

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