

**GENDER PAY GAP REPORT**  
**Everbuild Building Products – a Sika Company**

**Company overview and commitment**

Everbuild Building Products are a market leader in the development and production of sealants, adhesives and building chemicals. Everbuild is owned by Sika, a speciality chemicals company with a leading position in the development and production of systems and products for bonding, sealing, damping, reinforcing and protecting in the building sector and automotive industry.

At Sika we believe in diversity and inclusion and the positive impact this has on our business. This belief is underpinned by two of our core values – sustainability & integrity and empowerment & respect.

**Gender Pay Gap Reporting**

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap is not about equal pay but is the difference in the average pay and bonuses between all men and all women across our business.

**Gender Pay Gap Figures**

All figures in this report relate to a snapshot date of 5 April 2019 and use the standard methodologies for calculating the gender pay gap as set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	<b>Mean</b>	<b>Median</b>
Gender Pay Gap	5.12%	0.57%
Gender Bonus Gap	14.34%	84.53%

Proportion of employees receiving a bonus:



Proportion of male and female employees in each quartile:

<b>Pay Quartile</b>	<b>Male</b>	<b>Female</b>
Upper	86.42%	13.58%
Upper Middle	81.48%	18.52%
Lower Middle	91.36%	8.64%
Lower	74.07%	25.93%

We have seen a large increase to the proportion of both males and females receiving bonuses this year. In the prior year, there were senior female employees receiving bonuses (which was reflected in the negative ‘Gender Bonus Gap’ result- women were paid a higher bonus compared to men). In 2018/19 a “One-off bonus” was paid to all employees and so reflected in the calculation. Due to more men in senior roles receiving a bonus, this reflects the gap between bonuses paid to men compared to women.

**SIKA LIMITED**

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### Why we have a Gender Pay Gap

Through a practice of job evaluation, benchmarking and regular reviews, Sika is confident that men and women are paid equally for equivalent work carried out across the company.

Our mean pay gap at 5.12% and our median pay gap at 0.57% are low compared to the UK average.

The main reasons for our gender pay gap are:

- We currently employ fewer women than men (females account for 20% of the total workforce at the snapshot date)
- We currently have fewer women than men in senior roles (and senior roles attract higher salaries)

We find this to be reflective of the construction industry in general however the overall effect is reduced by the distribution of men working in lower quartile roles compared to women.

### How we are addressing the Gender Pay Gap

We are confident that our pay and bonus gaps are based on the distribution of men and women across the different levels of our business and not attributed to our pay policies. It is by tracking this distribution and increasing the number of women in our business that we can further close our gender pay gap.

We see a future for women in the construction industry and we are keen to assist with that progression:

- We aim to recruit from the widest possible talent pool and are committed to the principle of equal opportunities
- We aim for strong employee retention, promote flexible working and enhance family friendly policies
- We support all employees with their development needs and invest greatly in bespoke management and leadership training to develop, both, current and future managers
- We continue to monitor key gender ratios in recruitment, development and turnover

### Declaration

I confirm that the information and data provided in this report is accurate and have been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signature



Name  
Position

Dragan Maksimovic  
General Manager

Signature



Miles Garrod  
Head of Finance and IT

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