



## Annual Gender Pay Gap Report at 5 April 2023

HF Electrical Ltd (hereafter referred to as HF) is a family owned and managed company that has been providing electrical, mechanical, plumbing, heating, green energy and fire & security services throughout the UK for over 40 years. HF's family culture is the core of our business. We consider all our employees as part of our family and an invaluable asset to our ongoing success.

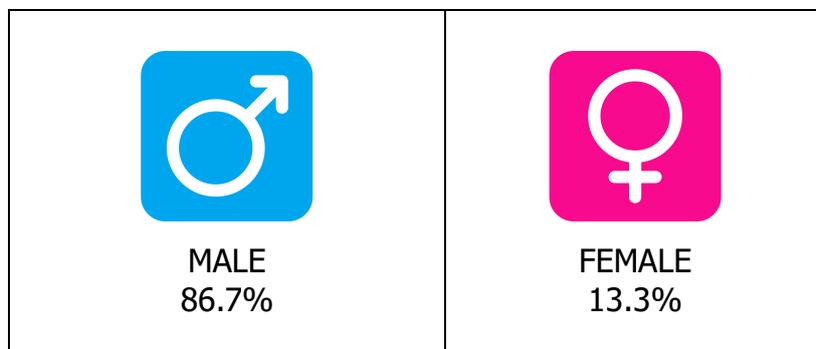
HF is committed to creating an inclusive workplace and encourage all employees to reach their full potential. We believe in equal opportunities and equal treatment for all employees and do not discriminate based on sex, race, pregnancy, and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientations. Our Equal Opportunities Policy aims to remove unfair and discriminatory practices and encourages full contributions from its diverse community.

The gender pay gap is the difference in the average earnings between men and woman, regardless of the roles they do. It differs from equal pay which looks at pay differences between men and woman carrying out comparable roles. HF remunerates its employees equally for work of equal value.

Whilst there is no legal obligation for HF to report their Gender Pay Gap we are committed to promoting gender diversity in our workforce and therefore feel it is important to continually review. We acknowledge there is a shortage of female candidates in the construction industry. The UK Government's requirement for companies to be more transparent on gender pay highlights that the construction industry has a long way to go to achieve the desired female representation and close the gap.

### Gender Balance

HF's workforce including all relevant employees is split as follows:



### A Company Well Connected



Electrical



Green Energy



Mechanical



Plumbing, Heating & AC



Fire & Security



Telecommunications



Automated Controls

Glasgow 0141 429 5575

Edinburgh 0131 337 4011

Manchester 0161 406 8233

Belfast 02890 815 831

Aberdeen 01224 690 100

Head Office: 100 Albert Drive, Glasgow, G41 2SJ

[www.hf-group.co.uk](http://www.hf-group.co.uk)

HF Electrical Ltd: SC073414

HF Fire & Security Ltd: SC706104

HF Comms Ltd: SC196409

HF Controls Ltd: SC151777



The following figures have been calculated using the standard methodologies used in the Equality of Act 2010 (Gender Pay Gap Information) Regulations 2017.

	2023
Mean Gender Pay Gap	10.9%
Median Gender Pay Gap	31.4%
Mean Gender Bonus Gap	69.9%
Median Gender Bonus Gap	88.5%
Proportion of Male Employees Receiving a Bonus	19.0%
Proportion of Female Employees Receiving a Bonus	68.0%

### Pay Quartile by Gender

	Male	Female
Lower Quartile Pay Band	86.8%	13.2%
Lower Middle Quartile Pay Band	69.8%	30.2%
Upper Middle Quartile Pay Band	100.0%	0.0%
Upper Quartile Pay Band	90.4%	9.6%
TOTAL	86.7%	13.3%

### Gender pay gap review

In 2023, it was reported that 15% of the construction workforce is female according to the Office for National Statistics (ONS). HF's female workforce is slightly below this average at 13.3%.

The ONS Annual Survey of Hours and Earnings (ASHE) reported in April 2022 the gender pay gap which is the difference between the mean hourly rate of pay for male and females was 8.3% and within the construction and building trades it was 19.5%. HF's gender pay gap is 10.9%.

We are successful in attracting female candidates for support roles but receive limited applications for female apprenticeships. This is an industry wide problem as construction is often wrongly perceived as a male dominated and physical working environment. HF and as a society need to address these stereotypes as the industry would benefit from a better gender balance.

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## Reducing the gender pay gap

HF is fully committed to promoting gender diversity in its workforce to maximise innovation, creativity and competitiveness.

HF acknowledge it will take a number of years before we have an equal gender balance due to the current number of qualified female electricians and mechanical engineers. Moreover, the number of females starting apprenticeships is still not equal to the number of males but we continue to encourage and support females wanting to work within the industry. HF employ females in a diverse range of roles within HF - apprentices, qualified electricians, support roles, Branch Managers and Board of Directors.

We continue to:

- Promote our Equal Opportunities Policy.
- Remunerate employees doing comparable roles with comparable skills equally.
- Not discriminate based on their sex, race, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientations.
- Acknowledge the importance of diversity within our workforce.

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