



GENDER PAY GAP REPORT

HE Simm is one of the UK’s leading independent providers of building services. We provide engineering excellence to customers nationwide. Our Successful Delivery approach ensures we deliver our work safely, on time and to budget.

Offering mechanical, electrical and public health services to customers the length and breadth of the UK we work on high-profile schemes across a range of sectors. Our core values of Excellence, People, Teamwork and Honesty drive everything we do and everything we stand for.

At HE Simm we believe that, to continue to build a strong, resilient, profitable Company we must continue to engage a wider, more diverse and representative workforce. The construction industry, as a whole, faces the issue of female under representation and working collaboratively, our challenge is to address this.

Providing the opportunity through appropriate recruitment, onboarding, training, development and succession plans will enable HE Simm to continue to address female under representation, whilst still recruiting the best candidate for the role. Through nurturing the talent, we already have, engaging with local communities and education providers to encourage women to join the construction industry, we can provide the opportunities and appropriate training for women to take up all roles within HE Simm, not least senior roles.

GENDER PAY REPORTING REQUIREMENTS

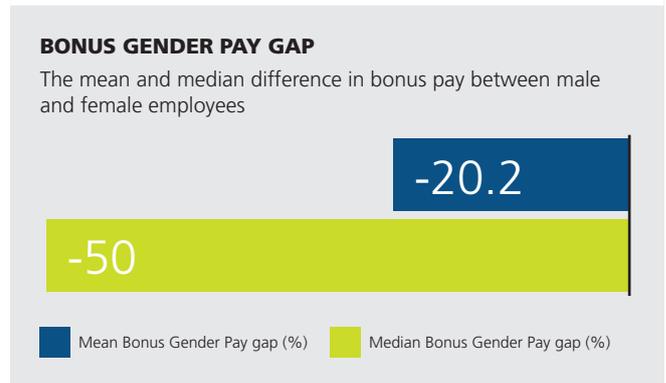
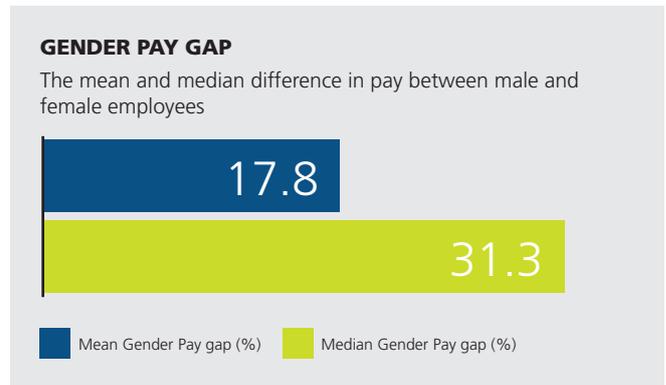
From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. Gender pay gap is the difference between the average earnings of men and women throughout the whole organisation, irrespective of role and level of seniority.

At 5th April 2018 HE Simm had 280 employees of whom 252 were men and 28 were women.

It is important to stress that gender pay gap is not the same as pay inequality. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. Equal pay is a specific legal concept that requires men and women to be paid the same for equivalent work. We are confident that men and women are paid equally for doing equivalent jobs at HE Simm.

OUR GENDER PAY & BONUS GAP

As is the trend in the construction sector at HE Simm we employ a higher proportion of men than women across the business.

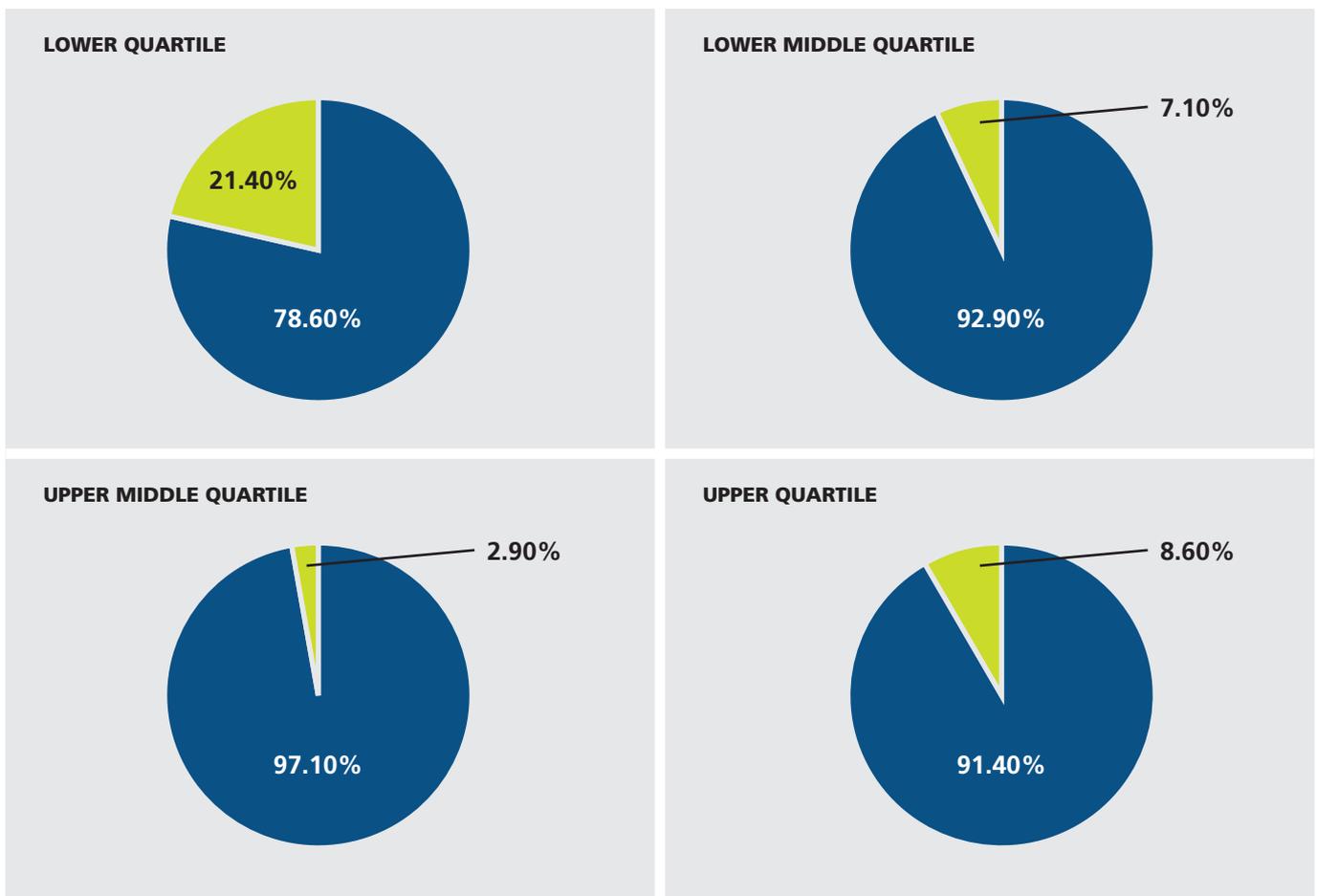


PROPORTION OF MEN AND WOMEN RECEIVING BONUS PAYMENTS



PAY QUARTILES - The proportion of males and females in each quartile band

■ Males ■ Females



ADDRESSING THE GAP

It is well reported that the reasoning behind the gender pay gap is a complex issue. We are confident that our gender pay gap does not reflect a pay equality issue and is not related to paying men and women differently. The gap is created as a result of the types of roles men and women are typically doing in our business and although it will take some time, steps are being made to reduce the gap.

- | HE Simm continue to develop our family friendly policies, supporting women and men equally and allowing them to build a successful career without compromising on family or personal life.
- | HE Simm have identified mentoring and networking opportunities for high-potential colleagues, both women and men
- | HE Simm have launched 'Your Career Toolkit', a comprehensive personal and professional development toolkit. Designed to enable all colleagues to determine their chosen career pathway and develop their knowledge, skills and experience required for success and promotion when competent
- | Our 'In development' program continues to be available to all
- | Talent mapping and succession planning has commenced, and future plans will enable self-nomination as long as minimum requirements for job roles are met.
- | Strategy developed for engaging with local education providers to encourage women to join the construction industry through HE Simm.
- | Living our values and embedding a culture of fairness, inclusion and respect.

We confirm the information provided is accurate and in line with mandatory requirements

**JIM INGLIS**

Finance Director