

Gender Diversity Reporting Criteria 2023

Target Measure:

Diversity (Indicator 2 per Banking Arrangement)

Description in Banking Agreement:

“An increase in the number of equivalent full-time female employees (Female FTEs) in continuing operations of the Group (from baseline of Female FTEs representing 30% of total full time equivalent employees of the Group in 2021) so that the percentage number of such Female FTEs for each year equals or exceeds the percentage number for the Target Value for that year.”

Target Values: 2022 – 31%, 2023 – 32%, 2024 – 33%, 2025 – 34%, 2026 – 35%, 2027 – 36%

Scope:

Employees of all Group companies (including all continuing businesses and Group Head Office) at 31 December for each year

Methodology:

a. Calculation

$$\frac{\text{Total number of Females employed by the Group at 31 December}}{\text{Total number of Group Employees at 31 December}}$$
(expressed as a %)

b. Definitions

NOTE: whilst the banking agreement wording refers to FTEs, the 30% baseline figure for 2021 (and included in the 2021 Annual report) is based on the absolute number of employees which is the established internal reporting basis for the Group.

Group Employees are all those colleagues employed by Grafton Group companies (including all continuing operation companies and Group Head office) at the end of the reporting year, excluding external contractors. Each employee counts as one regardless of their working hours.

Female Employees are those Group Employees identified as female in the business HR & Payroll system (in the gender field) where the gender is typically taken from either the colleague's passport or their national insurance number, collected at the start of their employment, or later if there was a change. This may differ from the gender the colleague identifies with.

c. Data Collection

Total Group and Female employees numbers are taken from the PeopleXD system as at 31 December of the relevant year for the following businesses: Chadwicks, CPI Mortars, Grafton Group (UK & Ireland), Leyland SDM, MacNaughton Blair, Selco, StairBox TG Lynes, Woodies.

For the following businesses (that don't use PXD) the numbers will be taken from their local HR/Payroll system and provided to the Group HR function for consolidated reporting:

IKH, Isero, Polvo, MFP

d. Verification

Data and calculation subject to Limited assurance by EY