



Gender Pay Gap Reporting

The National Timber Group is committed to being an inclusive employer that reflects the diversity of our customers and suppliers. We are committed to gender equality and providing equal opportunities for all our employees regardless of gender.

Arnold Laver & Co. Ltd and National Timber Group Scotland Limited are our largest businesses and currently the only ones within the Group that meet the criteria to publish gender pay gap figures, which are set out on the following page. However, our principles apply across all our companies.

Our plans on diversity

As is traditional for many companies within the construction sector, we employ a higher proportion of men than women across most roles in our organisation. We are striving to improve this balance and our initial activities are focused on recruitment and staff development. This is a key long-term objective for the National Timber Group, and we will continue to monitor and implement new initiatives in this area.

Is this the same as Equal Pay?

The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. This is not the same as Equal Pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The factors influencing the gender pay gap include the distribution of males and females between roles, experience, tenure and geographic location.

Statement

We confirm that the information provided in this report is accurate and is in line with the statutory requirements.

Signature

Marc Bertrand
Group HR Director – National Timber Group

March 2023

Gender Pay Gap Reporting (continued)

Our gender pay gap figures

Company	Year	Mean pay gap	Median pay gap	Mean bonus gap	Median bonus gap	Proportion receiving bonus	
						Male	Female
Arnold Laver & Co. Ltd	2022	15.2%	3.9%	65.7%	4.8%	49.3%	40.0%
	2021	3.6%	-9.3%	75.9%	72.0%	22.7%	21.7%
	2020	22.5%	15.7%	91.8%	78.9%	20.4%	23.4%
	2019	1.0%	-8.7%	73.9%	68.0%	20.5%	26.0%
National Timber Group Scotland Limited	2022	-8.2%	-9.3%	-16.7%	-29.2%	16.7%	21.2%
	2021	-3.6%	1.2%	13.9%	5.3%	14.8%	15.1%
	2020	-12.9%	-29.0%	62.5%	73.5%	10.1%	9.4%

Company	Year	Upper quartile		Upper middle quartile		Lower middle quartile		Lower quartile	
		Male	Female	Male	Female	Male	Female	Male	Female
Arnold Laver & Co. Ltd	2022	87.3%	12.7%	85.2%	14.8%	76.6%	23.4%	87.3%	12.7%
	2021	83.4%	16.6%	76.7%	23.3%	81.2%	18.8%	97.2%	2.8%
	2020	90.3%	9.7%	82.9%	17.1%	80.6%	19.4%	81.6%	18.4%
	2019	83.0%	17.0%	78.1%	21.9%	87.9%	12.1%	87.9%	12.1%

National Timber Group Scotland Limited	2022	81.8%	18.2%	80.3%	19.7%	84.2%	15.8%	89.6%	10.4%
	2021	80.9%	19.1%	80.2%	19.8%	72.0%	28.0%	89.1%	10.9%
	2020	77.4%	22.6%	69.8%	30.2%	77.4%	22.6%	100%	0%