

NTG Gender Pay Gap Report 2024

National Timber Group is comprised of National Timber Group Midco Limited and its subsidiaries. The principal activities of National Timber Group are the importing of timber and the manufacture and merchandising of timber and timber related products.

The business employs over 1200 people across all functions and is fully committed to being an inclusive employer that reflects the diversity of our customers, suppliers, and the locations in which we are based. We are committed to gender equality and providing equal opportunities for all our employees regardless of gender.

National Timber Group England Limited 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 in this statement. However, our principles apply across all our companies.

Is Gender Pay Gap the same as Equal Pay?

The terms Gender Pay Gap and Equal Pay may be used interchangeably, but they have different meanings:

Gender Pay gap - This is the difference between the overall pay for all women and all men in an organisation, across all roles and seniority levels.

Equal Pay – The Equality Act of 2010 sets out the principle of Equal Pay. This states that men and women performing equal work must receive equal pay, unless there is a material reason - not linked to gender - that justifies a difference.

How do we measure?

For the purposes of measurement, the following rules apply when we refer to the terms Mean and Median, when used in the context of pay and bonus.

Mean is the average pay value, calculated by adding together all pay / bonus values and dividing by the number of employees.

Median is the middle pay value if you lined up the pay / bonus values from low to high, or vice versa.

Proportion receiving a bonus refers to the percentage of employees of each gender, who received any amount of bonus pay.

Proportion in each pay quartile is similar to the median, where the pay values are lined up from the lowest to the highest paid and then split into four equal parts or quartiles.

The factors influencing the gender pay gap include the distribution of males and females between roles, experience, tenure, and geographic location.

Our Approach to 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.

Recently we have made a positive change within the leadership team, where we now enjoy a greater balance, having appointed a female Chief Executive Officer and female Chief People Officer to our Executive Board

Some further examples of where we plan to improve our approach to diversity include:

- Introducing an internal careers portal that ensures all job opportunities are internally promoted to all employees across the group, to encourage internal career and promotional opportunities.
- Being more transparent with our pay for roles both internally and externally, whilst conducting more regular benchmarking of roles in this sector.
- Improving the capability and knowledge for our hiring managers so that they are fully equipped, at the selection stage. This includes the provision of unconscious bias training.
- We work on Talent & Succession planning with our senior leadership, to identify future talent and support colleagues with development interventions.

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

Signature



Dan Scott

Group Chief Financial Officer – National Timber Group

March 2025

Please see below our reported figures for 2024.

National Timber Group England

	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	Proportion Receiving Bonus	
2024	8.4%	-0.7%	58.1%	42.9%	39.0%	15.7%
2023	6.8%	-1.2%	81.5%	44.4%	44.8%	29.3%
2022	15.2%	3.9%	65.7%	4.8%	49.3%	40.0%

	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Men	Women	Men	Women	Men	Women	Men	Women
2024	87.2%	12.8%	83.5%	16.5%	79.2%	20.8%	91.5%	8.5%
2023	86.8%	13.2%	83.0%	17.0%	84.1%	15.9%	89.5%	10.5%
2022	87.3%	12.7%	85.2%	14.8%	76.6%	23.4%	87.3%	12.7%

National Timber Group Scotland

	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	Proportion Receiving Bonus	
2024	-7.8%	-13.6%	80.9%	83.1%	1.7%	2.1%
2023	-9.8%	-13.8%	48.4%	-20.2%	11.1%	22.9%
2022	-8.2%	-9.3%	-16.7%	-29.2%	16.7%	21.2%

	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Men	Women	Men	Women	Men	Women	Men	Women
2024	81.3%	18.7%	85.0%	15.0%	88.7%	11.3%	86.4%	13.6%
2023	80.5%	19.5%	87.3%	12.7%	87.3%	12.7%	90.8%	9.2%
2022	81.8%	18.2%	80.3%	19.7%	84.2%	15.8%	89.6%	10.4%