Briggs & Forrester
GROUP

GENDER PAY GAP REPORT 2026

MESSAGE FROM THE CHIEF EXECUTIVE

PAUL BURTON
Group CEO

The Briggs & Forrester Group, like many other companies in the Building Services and Construction sector currently experience a gender pay gap. This is primarily due to fewer women employed in senior roles within our business although we're working on ways to change this.

With Construction being misrepresented but well known for being a manual, male dominated industry, we will be working hard to encourage a new generation of women to come and work for us.

Our objective, representing clients aspirations is to improve the representation of women across all levels of Briggs & Forester Group, providing a more diverse workforce.

UNDERSTANDING THE PAY GAP

What is the gender pay gap?

The gender pay gap is an equality measure that shows the difference in average earnings between men and women. Legislation requires all employers with 250 or more employees to publish their gender pay gap annually.

Why is there a gender pay gap?

The causes of the gender pay gap are complex and overlapping. There are many reasons that a gender pay gap exists, these include, a divided labour market, the number of men and women in roles at a senior level and also higher proportion of women working part-time due to caring responsibilities.

What is included in the calculations?

Basic pay at 5 April 2025, including cash allowances such as car, London and on-call during the pay period covering 5 April 2025.

Bonus pay for the year to 5 April 2025, including EOT bonus for all qualifying employees, profit related pay bonus, study reward bonus, business performance bonus and other incentives.

UNDERSTANDING THE PAY GAP

Calculating the mean and median gaps

The calculations make use of two types of averages:

• A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

• A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Calculating the pay quartiles

This calculation required Briggs & Forrester to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts, and calculating the percentage of male and female employees in each of these groups.

APPENDIX

Breakdown of the Briggs & Forrester Legal Entities reporting Gender Pay Gap statistics.

1. Briggs & Forrester (UK) Ltd* (overall Group)
2. Briggs & Forrester Group Ltd (same as UK above)
3. Briggs & Forrester Engineering Services Ltd
4. Briggs & Forrester Living Ltd

Behind these figures

Briggs & Forrester has two reporting entities and is required to report on each of these, plus the group overall on the Government portal:

https://www.gov.uk/government/news/gender-pay-gap-reporting

Detailed figures for the two subsidiary employing entities can be found in the appendix of this report.

* Briggs & Forrester (UK) Ltd is the ultimate parent company, and the statistics include all employees across all business streams and departments including; Operations, Commercial, Estimating, Design, Finance, IT, Payroll, HR, Commercial, Marketing, Procurement, HSEQ and Strategy.

Included within Briggs & Forrester (UK) Ltd and Briggs & Forrester Group Ltd are the subsidiary companies including Briggs & Forrester Engineering Services Ltd, Briggs & Forrester Living Ltd, Briggs & Forrester Special Projects Ltd and Briggs & Forrester (Holdings) Ltd.

EMPLOYING ENTITY: BRIGGS & FORRESTER (UK) LTD

Ultimate Parent Company (same figures as Briggs & Forrester Group Ltd)

BRIGGS & FORRESTER (UK) LIMITED

Gender Pay Gap

35.8% mean

36.5% median

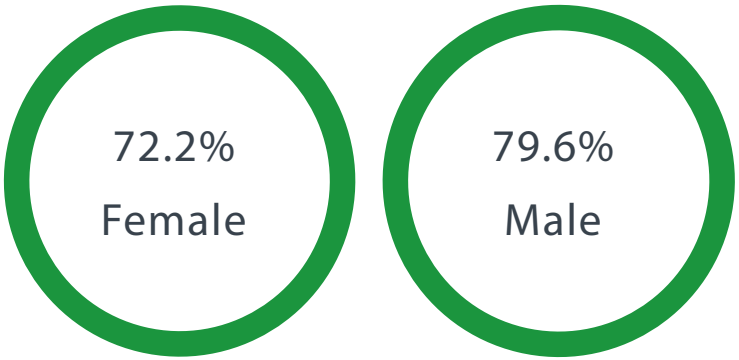
BRIGGS & FORRESTER (UK) LIMITED

Gender Bonus Pay Gap

71.3% mean

00.0% median

Percentage of employees receiving a bonus:



Percentage of employees in each pay quartile:

UPPER QUARTILE (Highest Earnings)

Male 97.6%

Female 2.4%

UPPER MIDDLE QUARTILE

Male 93.5%

Female 6.5%

LOWER MIDDLE QUARTILE

Male 83.6%

Female 16.4%

LOWER QUARTILE (Lowest Earnings)

Male 68.2%

Female 31.8%

EMPLOYING ENTITY:
BRIGGS & FORRESTER ENGINEERING SERVICES LTD

BRIGGS & FORRESTER ENGINEERING SERVICES LIMITED

Gender Pay Gap

44.7% mean

48.8% median

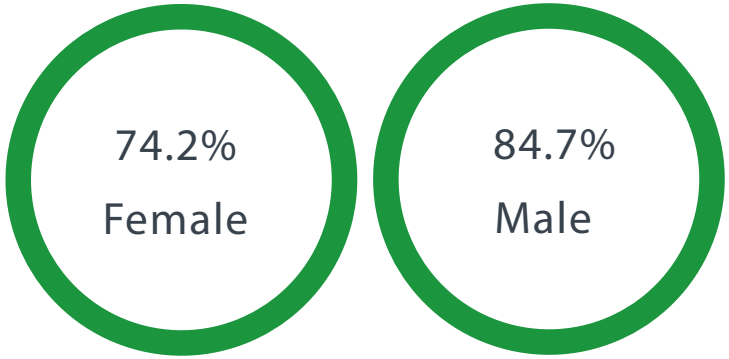
BRIGGS & FORRESTER ENGINEERING SERVICES LIMITED

Gender Bonus Pay Gap

83.2% mean

0.0% median

Percentage of employees receiving a bonus:



Percentage of employees in each pay quartile:

UPPER QUARTILE (Highest Earnings)

Male 100%

Female 0.0%

UPPER MIDDLE QUARTILE

Male 93.0%

Female 7.0%

LOWER MIDDLE QUARTILE

Male 94.7%

Female 5.3%

LOWER QUARTILE (Lowest Earnings)

Male 57.9%

Female 42.1%

EMPLOYING ENTITY: BRIGGS & FORRESTER LIVING LTD

BRIGGS & FORRESTER LIVING LIMITED

Gender Pay Gap

26.3% mean

25.5% median

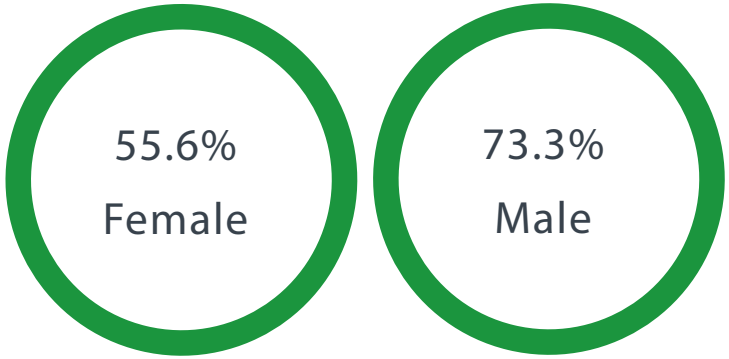
BRIGGS & FORRESTER LIVING LIMITED

Gender Bonus Pay Gap

61.0% mean

0.0% median

Percentage of employees receiving a bonus:



Percentage of employees in each pay quartile:

UPPER QUARTILE (Highest Earnings)

Male 95.5%

Female 4.5%

UPPER MIDDLE QUARTILE

Male 97.8%

Female 2.2%

LOWER MIDDLE QUARTILE

Male 85.4%

Female 14.6%

LOWER QUARTILE (Lowest Earnings)

Male 80.7%

Female 19.3%