

# Ethnicity Pay Gap Report 2025

The Higgins Group is a family run Group of Companies which was founded in 1961. We have built a reputation as one of the most forward-thinking construction companies in the UK with values which focus on both our clients' needs and the well-being of our staff. Recruiting and retaining good people has been central to Higgins' success for the last 64 years. We continually invest in training and development initiatives for our staff because we understand the importance of career development and training for every individual at every level.

The Higgins Group is an equal Opportunities employer and strives to pay employees equally for the same, or equivalent, work. We believe creating an environment where people can work, grow and succeed is vital to our success, regardless of their Ethnicity.

Although there is no legislative requirement, Higgins Group PLC has calculated its ethnicity pay gap report for the year preceding April 2024. For ease of comparison, the format of the Gender Pay Gap has been mirrored to establish a benchmark for the Company to monitor.

Unfortunately, in August 2023 Higgins Group went through a restructuring programme which resulted in redundancies. Due to this, only a very small proportion of senior directors were in receipt of a bonus, which had a noteworthy effect on the mean ethnicity 'bonus' gap. The Board Directors of all Group companies have a bonus structure incentivisation scheme which forms part of their remuneration package. In addition, the working shareholders, also Directors, receive bonus in lieu of dividend return on their investment. Both factors, therefore, influenced the mean ethnicity 'bonus' gap.

The results are shown below:

Overall Pay Gap	2024	2023	2022
% Median	9.95	0.49	14.45
% Mean	24.09	22.69	30.52

Pay Quartiles by Ethnicity		
Quartile	% White	% Ethnic Minority
Lower	70.59%	29.41%
Lower Middle	64.71%	35.29%
Upper Middle	51.47%	48.53%
Upper	89.71%	10.29%

Bonus Gap	2024
% Median	0%
% Mean	98.35%

Receiving Bonus	2024
	6.60% White
	1.85% Ethnic Minority

Mark Francis  
Group Finance Director