

Gender Pay Reporting

Forterra plc welcomes the UK Government's commitment to address the national gender pay gap. We firmly believe that all employees should have the opportunity to succeed and be rewarded regardless of their gender, and we are committed to ensuring our policies and practices adopt fair and equal principles when it comes to all aspects of diversity and inclusion.

Our Gender Pay Reporting statistics (adhering to reporting guidelines) for April 2017 are as follows:

A woman's hourly rate is:

19.27%
lower (mean)

21.89%
lower (median)

A woman's bonus pay is:

66.82%
lower (mean)

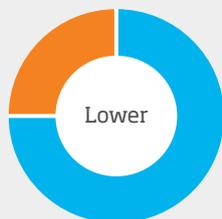
67.62%
lower (median)

Within each gender, those who receive bonus:

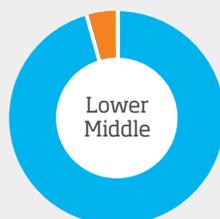
61% of men

91% of women

The gender split within each quartile is:



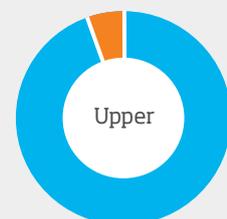
25% 75%



5% 95%



6% 94%



6% 94%

Female Male

We recognise that the industries in which we operate have historically attracted a higher proportion of males to females. As many other companies are finding, a heavy skew towards one gender has an impact on the calculations we are required to report. We therefore believe it is important to look at this topic through a variety of lenses to ensure that we are monitoring for equality.

It is our current practice to conduct equal pay audits at least annually for those in 'group grade' roles, where salaries are decided on an individual basis. Our most recent equal pay audits have shown the gap to be much closer, with female salaries at 95% of male salaries across grades where there is both male and female representation. Whilst we would prefer to have no pay gap, we believe the current 5% gap is reflective of geography, skills and experience in role.

Many of our Operational Employees are represented by Trade's Unions, with whom we negotiate rates of pay. This ensures absolute equal pay for employees performing the same role. A high percentage of these employees do shift work that attracts a premium on top of their base pay.

We have chosen to include Stephen Harrison, Chief Executive, and Shatish Dasani, Chief Financial Officer in the above calculations to be fully transparent on our entire employed population, despite being employed by Forterra Plc not Forterra Building Products Ltd. As detailed in our 2016 Annual Report, Stephen and Shatish received a one-off bonus following the successful IPO, and this payment is included in the reference period.

Statement from Stephen Harrison, Chief Executive and Ed Haslam, HR Director:

The Board recognise the importance of the current dialogue across all industries about gender equality. We are committed to encouraging a culture within Forterra where employees succeed because of their contribution to the business, where gender is irrelevant in the discussion.

We are proud to have very low employee turnover, indicating that we attract and retain great employees. However, we do recognise that this could mean that the gender split is not going to change quickly, particularly in the manufacturing areas of our business which, as is typical across the industry, has a high proportion of males. We saw, however, the number of female new hires in 2017 represent a higher proportion than previously, particularly in office-based roles where 44% of new hires were female. In addition, we have been delighted to see more female applications to our apprentice and graduate schemes and continue to actively encourage this.

Our equal pay audits show that in roles where there is discretion on pay our gap is much smaller (5%). We shall continue to monitor pay equality to ensure we are making the right decisions on pay with no bias towards gender and, where appropriate, seek to close this gap further over time.

We confirm that the data contained in this report is accurate.



Stephen Harrison
Chief Executive



Ed Haslam
HR Director