

GRI 401: Employment 2021

Period under review 01.01.2021–31.12.2021

GRI 401-1 a: New employees by age group and gender

Age group	Number of employees	Rate
< 29	11	
30–39	15	
40–49	4	
> 60	1	
Total	31	14.7 %

Gender	Number of employees
Male	17
Female	14
Total	31

GRI 401-1b: Fluctuation by age group and gender

Age group	Number of employees	Rate
< 29	3	
30–39	13	
40–49	7	
50–59	5	
Total number of employees	28	13.9 %

Gender	Number of employees
Male	18
Female	10
Total	28

GRI 405: Diversity and equal opportunities 2021

Period under review 01.01.2021–31.12.2021

GRI 405-1b: Age structure

Gender	Number of employees	Share in %
Male	171	67.1
<29	18	10.5
30–39	53	31.0
40–49	37	21.6
50–59	45	26.3
>60	18	10.5
Female	84	68
<29	16	19.0
30–39	34	40.5
40–49	14	16.7
50–59	13	15.5
>60	7	8.3
Total	255	100

GRI 405-2a: Ratio of basic salary/remuneration

Period under review 01.01.2021–31.12.2021

Basic salary 2021

Function groups	F		M		F		M		Comments
	Number of employees	Number of employees	Percentage deviation F/M ¹	Avg. age	Avg. years of service	Avg. age	Avg. years of service		
Commercial assistant function	17	1	22.2	45	10	28	3		
Project/site/junior site manager	22	65	-11.1	42	7	45	12		
Team leader excl. division manager	5	19	-15.1	38	5	51	13		
Supporting functions (Reception/housekeeping)	3	4	-4.8	56	11	45	2		
Specialist function in realisation	5	10	-8.9	44	5	49	7		
Employees with specialist responsibility	19	26	-16.0	36	4	38	5		
Total	71	125	-8.0	44	7	43	7		

Remuneration 2021

Function groups	F		M		F		M		Comments
	Number of employees	Number of employees	Percentage deviation F/M ¹	Avg. age	Avg. years of service	Avg. age	Avg. years of service		
Commercial assistant function	17	1	23.1	45	10	28	3	Age and years of service	
Project/site/junior site manager	22	65	-13.2	42	7	45	12	Years of service	
Team leader excl. division manager	5	19	-15.9	38	5	51	13	Age and years of service	
Supporting functions	3	4	-4.8	56	11	45	2	Comparison difficult due to the variety of different functions in this group	
Specialist function in realisation	5	10	-9.6	44	5	49	7	Years of service	
Employees with specialist responsibility	19	26	-18.0	36	4	38	5	Comparison difficult due to the wide variety of different functions in this group	
Total	71	125	-9.2	44	7	43	7		

¹ Positive deviation = higher value for female employees, negative deviation = higher value for male employees
 – Excl. group management, section managers, division managers
 – Deviations can be explained by the age and/or years of service except for the "Employees with specialist responsibility" category

Values deviating from the result of the equal pay audit are due to different data evaluation methods being used.
 Allreal Romandie has not been included in this table yet. Employees working at these companies do not have any variable wage components.