

Gender Pay Gap Report



2018

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or labour market.

The gender pay gap is not the same as equal pay. Equal pay is a law which says that people doing equal jobs should get equal pay, irrespective of their gender. Men and women in Amey who do equivalent jobs are already being paid equally.

What is the situation at Amey?

23.7% OUR MEAN PAY GAP	30.5% OUR MEDIAN PAY GAP	28.7% OUR MEAN BONUS GAP	50% OUR MEDIAN BONUS GAP
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Our analysis concludes that there are two main reasons for these results:

1. Occupational/hierarchical representation

Men are more highly represented in technical, engineering and managerial roles which are typically higher paid. This is because we work in the construction, engineering and technical consulting sectors as well as the facilities management sector.

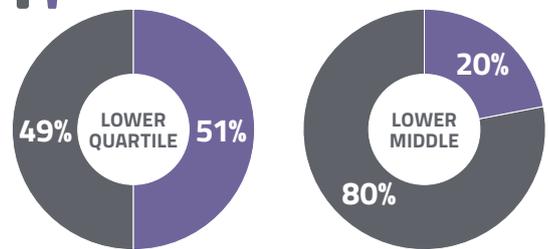
We know that in these sectors there is a gender divide, not just in Amey but across the UK. For instance, many of our higher paid roles are in science, technology and engineering related careers and only 23% of these roles are currently held by women in the UK. Meanwhile, many of our lowest paid roles are in cleaning and 84% of cleaners in the UK are women.

2. TUPE transfers

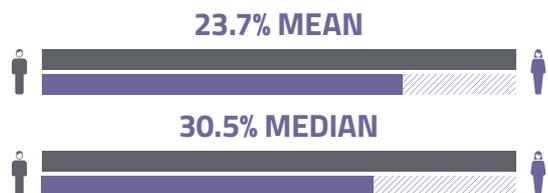
Almost half of our workforce are TUPE transfers. This is because we work to deliver contracts on behalf of public and private sector organisations. Each time we take on a new contract, we take on the people who are already employed on that contract and their existing contractual terms. Most people who join us through TUPE transfer are men.

Understanding our bonus pay gap

Our bonus pay gap has changed this year. There has been a reduction of 11% in our mean bonus gap and an increase of 17% in our median bonus gap. Our review found these changes to be linked to an increase in referral payments and long service awards. Looking at discretionary bonus payments only, we found our mean bonus gap to be 1% and our median bonus gap to be -9.3%. We will continue to monitor and report both sets of data.



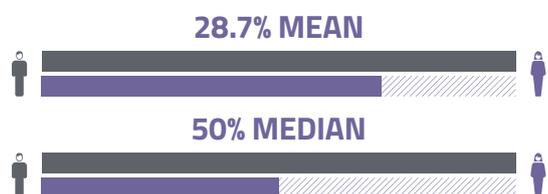
Percentage of women and men in each pay quartile



The Amey gender pay gap



Employees receiving a bonus



The Amey bonus pay gap

Understanding our pay gap

There is no quick and easy fix. To close the gap effectively we need to attract more women into an historically male-dominated industry, and ensure that our technical roles, internal promotions and senior roles are equally attractive to both women and men.

We must be relentless in challenging the root causes of these imbalances, many of which are long-standing and societal. So far, we have made progress on several fronts:

- Our Executive Team is leading our inclusion strategy and they have made addressing the issue a corporate priority for 2019
- Our Women at Amey network now has more than 400 members. This group supports women to develop their careers, especially in leadership roles
- We have committed to increasing the number of women in senior leadership positions, and to make sure this happens we have developed our own Women's Development Programme to nurture the skills, knowledge and capability of our 20 most talented women each year
- Our 200+ STEM Ambassadors routinely visit schools and colleges across the UK to inspire girls and people from diverse and under-privileged backgrounds to take up a career in engineering. And our Amey Challenge Cup brings girls from across the UK to Amey offices each year to take part in real-life engineering challenges with real-life engineers
- Our enhanced maternity pay is amongst the best in our sector
- Together with Girlguiding UK, we have developed an engineering badge which has already reached more than 150,000 Rainbows, Brownies and Guides.
- All our employees can access confidential expert advice free of charge on anything from legal matters to finding childcare from our employee assistance programme
- We are making inclusion and diversity business as usual for our managers. Inclusive behaviour is an integral part of our standard leadership training which last year was provided to over 1000 managers
- We recognise that the causes of the gender pay gap are too big for any one business to address alone, and so we are working with other employers in our sector to find better ways of working that will help us all close the gap.

Statement and declaration

"Closing the gender pay gap is a critical issue for the engineering sector, which has historically struggled to recruit and retain women. That's why we're working extremely hard both internally and in collaboration with our external partners to break down the barriers faced by women in STEM careers and make STEM an attractive sector for a more diverse range of people.

"Our gap is a problem that I and my executive team are committed to addressing as a priority, by continuously improving our internal training, development and equality practices and by inspiring the next generation of engineers with our STEM outreach programmes and partnerships."



Andy Milner
Chief Executive Officer

