

Amey

Gender Pay
Gap Report
2023



CEO foreword

Continuing to close the gender pay gap in Amey is a critical objective for Amey in 2024.

We made significant progress against our gender representation objectives in 2023. Our mean gender pay gap is 20.65% in 2023, decreasing by 4.07% from 24.72% in 2022, while the number of women in middle and senior management positions has risen by 5%, to 24%.

We have continued to progress our efforts to recruit, retain, develop and support the women in our business. Our Women's Leadership Development Programme (WLDP) doubled in size this year, with almost half of the 21 participants achieving a lateral or promotional move or expanding the scope of their current role. In recognition of this, the programme won a Princess Royal Training Award which highlights its impact on personal career development.

Alongside our investment in female employees' development, we continue to focus on attracting female talent externally. The percentage of women recruited into senior roles increased from 25.2% in 2022 to 30% in 2023. Increasing female representation within our early careers cohort has also been a priority, with women making up 32% of early careers recruits.

In its ninth year, our annual Challenge Cup continues to promote STEM pathways for secondary school girls, with the aim of increasing the number of women in engineering careers into the future. We welcomed 500 female students from 50 schools across the UK to work alongside our engineers for a day. The girls solved real-life engineering problems and came away with valuable insights into the various roles within STEM.

As we increase the amount of female talent at Amey, it is key we foster a work environment where women can grow their careers

while feeling safe and supported. Our Women@Amey network is making great headway to drive a cultural shift; our annual Women at Amey Festival and year-round events and initiatives facilitate constructive dialogue, champion under-represented women, promote active allyship, and celebrate women's successes.

In 2023, we launched mandatory sexual harassment training which aims to prevent bullying and harassment and ensures all employees understand how to report it within the workplace, while providing education on equality, diversity, and inclusion.

Over the coming year, we are further strengthening our priorities to recruit, grow and support the women at Amey to progress their careers. We are building on the success of the WLDP to add to our strong pipeline of female talent and, to improve gender parity in leadership teams, we are targeting 50% of future successors to be female.

Alongside this, we will continue to work with schools, colleges, and other educational institutions to promote and support female representation in STEM careers. I look forward to continuing to work with colleagues, partners, and other employers to keep moving the dial toward gender parity in the engineering sector.



Andy Milner
Amey CEO



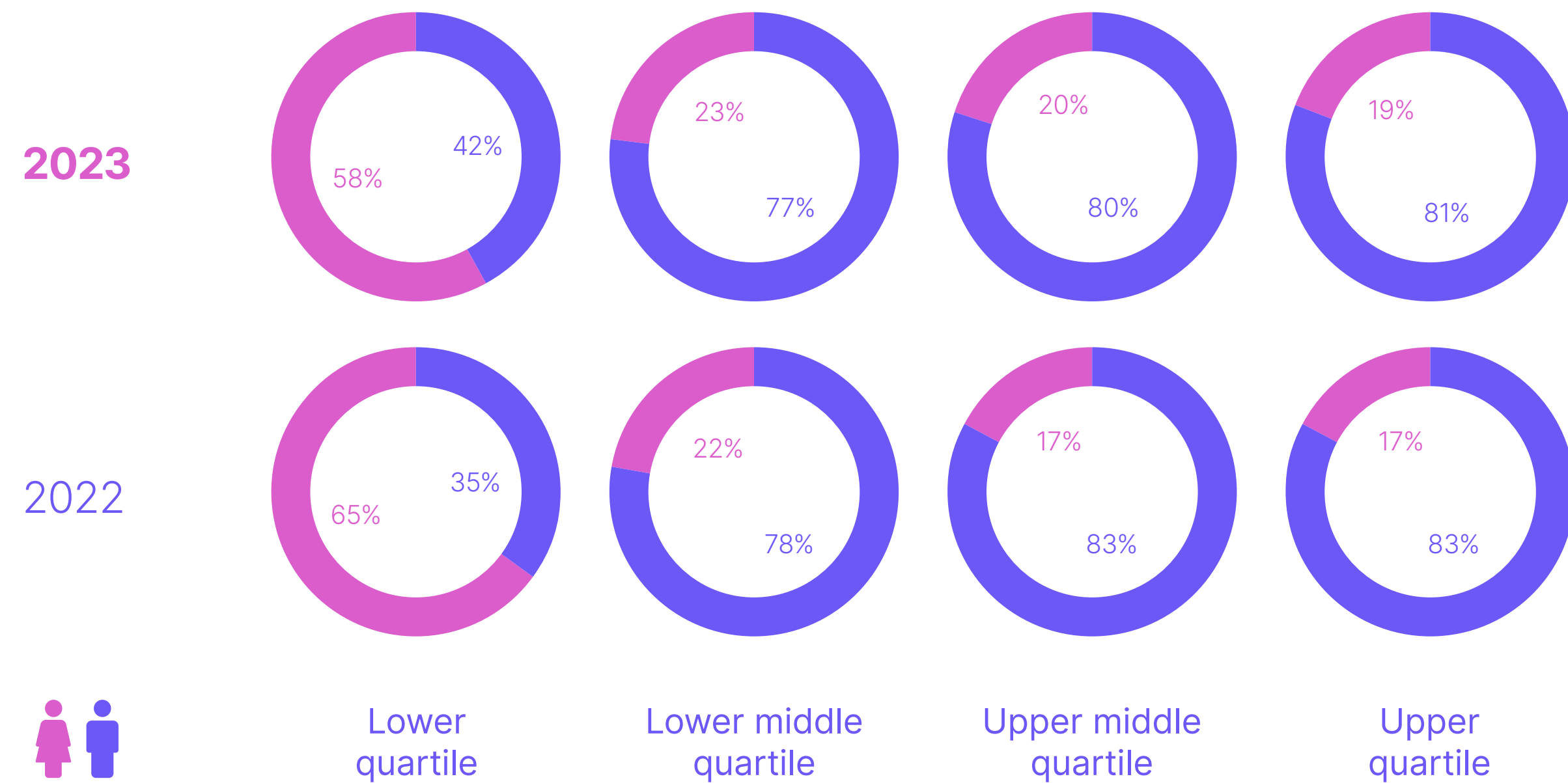
Amey's gender pay gap

Gender pay and Equal pay

The gender pay gap is not the same as equal pay. Equal pay is the practice of paying men and women equally for performing the same or similar work or work of equal value. Nationally, one of the main factors of gender pay gaps is that men tend to hold more senior/technical positions compared to women, within some organisations.

- This year we have seen positive movements with an increased female representation in the three upper quartiles.
- In addition, we have also seen a decreased representation of women in our lower quartile.
- Due to the nature of our business and the common industry-wide gender imbalance of our lower band roles, we continue to see a large proportion of our females in lower quartiles.

Proportion of women and men in each quartile of our pay structure





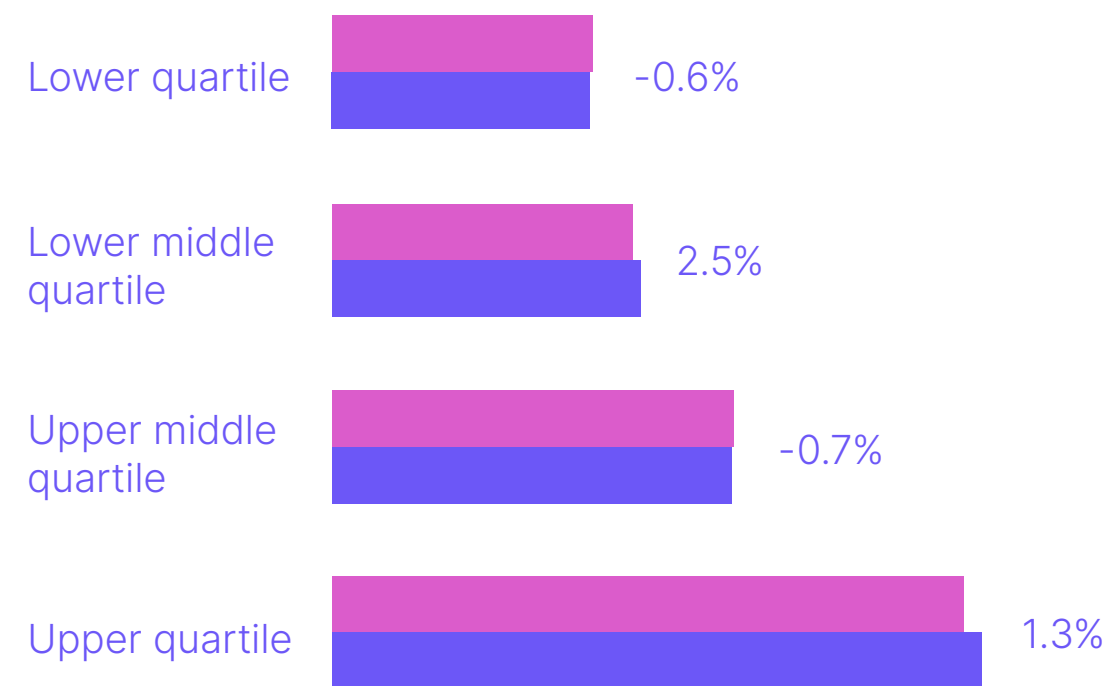
When the data is broken down into the quartiles, the gaps are much less significant. Lower and upper middle quartiles reflect that women in this quarter are on average, paid more than men.

There has been an increase in the bonus gap in 2023, which is due to a senior female executive leaving the business.

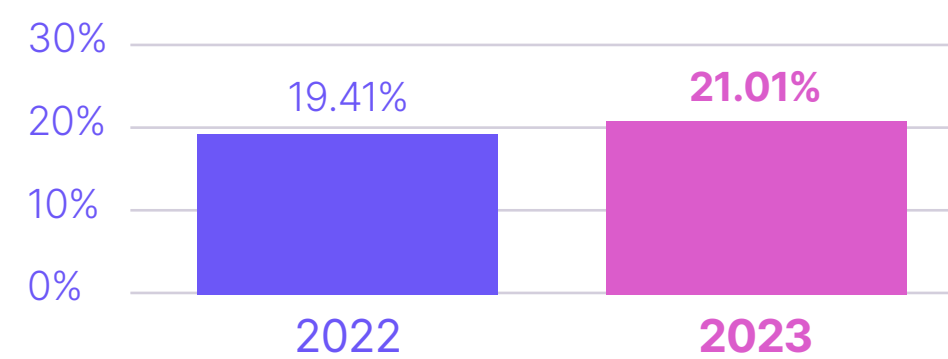
Median pay gap

This is calculated by sorting all the men's hourly pay by size and selecting the middle salary, then sorting all the women's hourly pay by size and selecting the middle salary. The median Gender Pay Gap of 25.81% is the difference between these two figures. This reflects a positive decrease from 33.69% in 2022.

Median pay per quarter



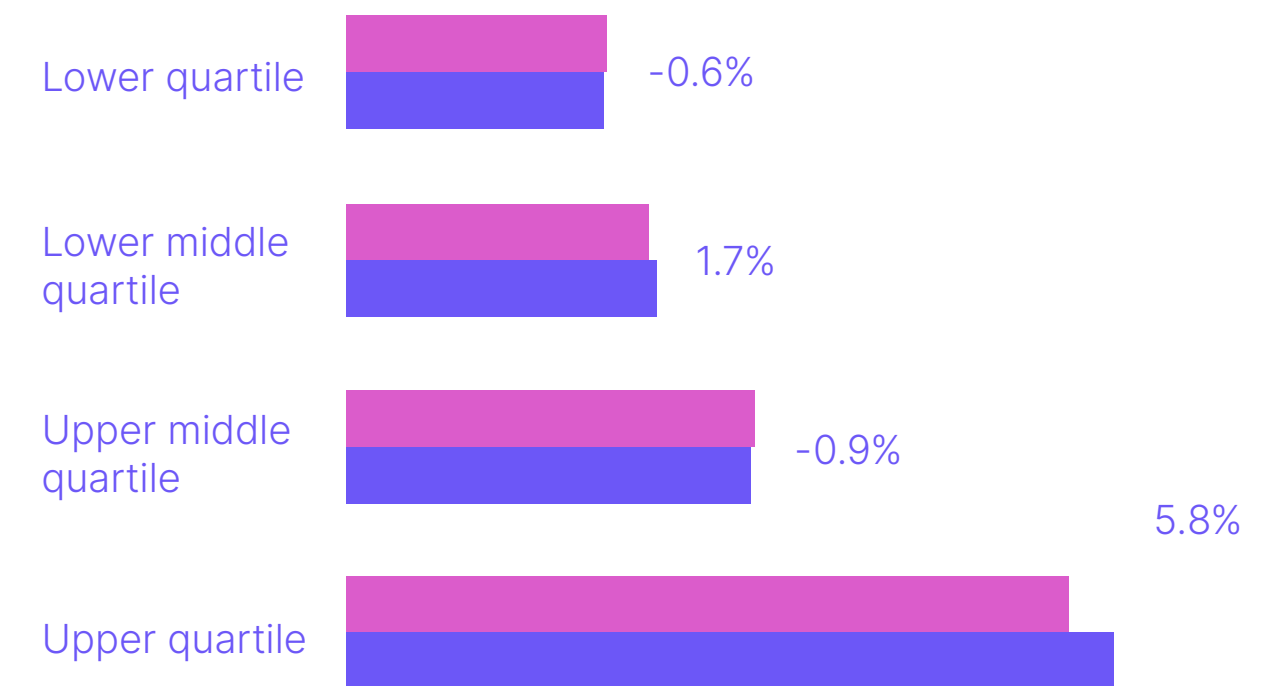
Median bonus gap



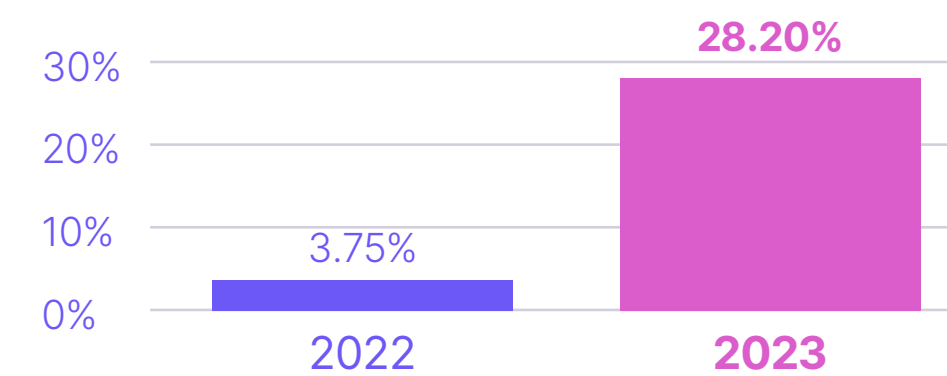
Mean pay gap

This is calculated by adding all the men's hourly pay and dividing by the number of men in the organisation, then adding all the women's hourly pay and dividing by the number of women. The mean Gender Pay Gap of 20.65% is the difference between these two numbers as a percentage. This reflects a positive decrease from 24.72% in 2022.

Mean pay per quarter



Mean bonus gap



Closing the gap

Pay and benefits

- We recognise the importance of supporting our employees who are about to become parents which is why for the second time in the last two years, we have further enhanced our maternity and paternity pay policy.
- To ensure equal pay, we undertake regular pay reviews with the aim of achieving pay equity between women and their male counterparts.
- Annually, we review our salary levels against the market and regularly we review employees' job descriptions to ensure they reflect their role and responsibilities accurately.
- Annually, Amey ensures our lowest-paid employees are increased to at least the RLW. This decision affects many females in such jobs and has had a positive impact on the pay of the female demographics.
- We analyse data by grade and job role to understand the number of females in each and targets are set to further increase representation at each level.

Attraction and recruitment

- We use both online and offline platforms to attract diverse candidates, as well as using AI to ensure adverts are inclusive.
- We target career fairs in specific areas where diverse applications are low.
- We work with inclusive recruitment partners to ensure diverse shortlists, with female candidates and those facing barriers to employment.
- In 2023, 30.8% of our hires within our Consulting business were female. This is an increase of 6.2% on the previous year, which is ahead of our industry norm.
- For senior appointments with shortlisted female candidates, we ensure we have female representation on the interview panel.
- We provide inclusive recruitment training for hiring managers.
- Our in-house internship programme provides paid placements for candidates looking to restart their careers, including females who have stopped working post-maternity leave.
- We offer programmes to support military spouses and offer flexible roles so they can remain in employment if required to relocate.

Development

- Our Women in Leadership Development Programme provides participants with the tools and confidence to lead and drive their own career. The programme cohort has doubled in size this year increasing the talent pool of women who aspire to leadership positions.
- The programme runs over 18 months and is centred around three core aspects:
 - Internal development workshops
 - Coaching, mentoring, and networking
 - Externally developed bespoke skills programme
- We have introduced networking events enabling women in the business to increase visibility with senior leaders and build relationships and support networks with other women across the region. We plan to host more of these events in 2024.
- We also hosted a week-long 'Women's Festival' this year which included a series of events that provided women from across all areas of the business the opportunity to network, understand the growth opportunities that Amey offers and discuss valuable insights on gender-themed topics.

Wellbeing and support

- Our 'Women @ Amey' network continues to promote gender inclusion in our business through attracting, developing, and supporting women at all stages of their careers.
- We have a wide range of policies and manager guidance to support women in the workplace, particularly on: IVF; periods; miscarriage; domestic abuse; fertility treatment; and menopause. We have recently introduced endometriosis guidance.
- We have a range of Affinity Networks that cover women, pride, multicultural, neurodiversity, disability, parent and carers, and armed forces.
- We have also launched a buddy scheme, where employees can request/offer to be a buddy to a new parent or carer going through a difficult period of their parental or carer journey.
- We have launched a new mandatory sexual harassment digital training module in addition to more general training to provide education on bullying and harassment, equality, diversity and inclusion.

Nurturing future female talent

- Our Early Careers recruitment strategy strives to encourage and increase opportunities for females to join our Graduate and Apprenticeship programmes. We are pleased our female early career representation is high for our industry with a ratio of a 30% of females vs 70% of males.
- Our annual Challenge Cup ran for the 9th year in 2023 which aims to inspire schoolgirls to break the status quo and consider alternative careers in STEM.
- We have mentoring programmes available for females at all levels in the organisation where experienced professionals guide and support individuals in their career journeys.
- We are also part of the 'Women in Rail' mentoring programme which provides a support platform for women and men in the UK rail industry, champions diverse thinking, cross-fertilisation of ideas and networks and promotes diversity in rail.

Amey

We are a leading provider of full life-cycle engineering, operations and decarbonisation solutions, for transport infrastructure and complex facilities.

Our purpose is to deliver sustainable infrastructure that enhances life and protects our shared future.

We combine exceptional expertise in Consulting & Design, Advisory & Analytics, Transport Infrastructure and Complex Facilities to design, manage, and maintain clients' assets throughout their lifetime.

Our leading data and analytics solutions enable us to create transformative solutions that strengthen resilience and drive sustainable improvements.

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The Prince's Responsible Business Network

INVESTORS IN PEOPLE®

We invest in people Gold
We invest in wellbeing Gold

