

Amey Plc Gender Pay Gap Report 2020/2021



Addressing the Gender Pay Gap

We said in our last report, there is no quick fix to addressing the gender pay gap in our industry. I am incredibly proud of the progress we have made, but I also recognise there is still much more to do and providing an inclusive workplace remains a top priority at Amey.

We have talented and inspiring women at all levels in Amey. Our gender pay gap stems from the fact that we have fewer women in management positions, so we are increasing our focus on the attraction, development and retention of women in senior roles.

Infrastructure and engineering is a traditionally male oriented industry. Despite this we are starting to see success in our recruitment efforts by focusing on talent rather than experience and so far in 2021, we have significantly increased the number women recruited into senior roles.

We're working to develop our talented female employees via our Women's Leadership Development Programme. We will be proactively reviewing all females in management positions on a regular basis to ensure they are provided appropriate development and promotion opportunities.

To retain our talent, we support women throughout their career life via our enhanced maternity leave pay which I'm proud to say is amongst the best in the industry. Additionally, given that 1 in 4 women, potentially at the peak of their careers, leave their job due to the menopause, we launched Peppy – a menopause support app.

Earlier this year, we implemented the Real Living Wage providing an uplift in pay for many lower paid roles which are typically taken on by women. We have uplifted sick pay for 3,000 employees from Statutory Sick Pay to the Amey contractual minimum of four weeks full pay and four weeks half pay. Additionally, for our front-line workers, we introduced a Personal Day allowing people to take paid time off to deal with personal appointments.

We also need to build a pipeline of next generation female leaders. As co-chair of REbuild - an organisation focused on encouraging more women into infrastructure and engineering roles, I'm personally involved in attracting more women into the industry which will help address the gender pay gap in future years.

Like other infrastructure and engineering organisations, we work hard to educate young women about careers in STEM. It is heartening to see our collective efforts has seen the number of girls taking on full-time undergraduate STEM courses increase by over 50% since 2011. We will continue our work with other employers, charities and organisations to help build the female leaders of the future.

At Amey we give our people the freedom to perform - empowering our people to have flexibility and make the right decisions about when and where they work which is supporting our ambition to be an inclusive, people focussed organisation. We still have a long way to go and I am committed to making sure we build on the work we have done to date which will see tangible results over the next few years.

I confirm the information and data reported is accurate as of the snapshot date 5 April 2020 and 5 April 2021.



Amanda Fisher
CEO Amey



Gender Pay Transparency

All employers with 250 or more employees are required by law to publish their gender pay gap each year on their own and the Government's website.

Closing the gender pay gap is not only the right thing to do, it's good for business. Research shows that a more diverse and inclusive workforce helps business by bringing new skills, creativity and innovation, sounder decision-making and higher staff satisfaction and retention.

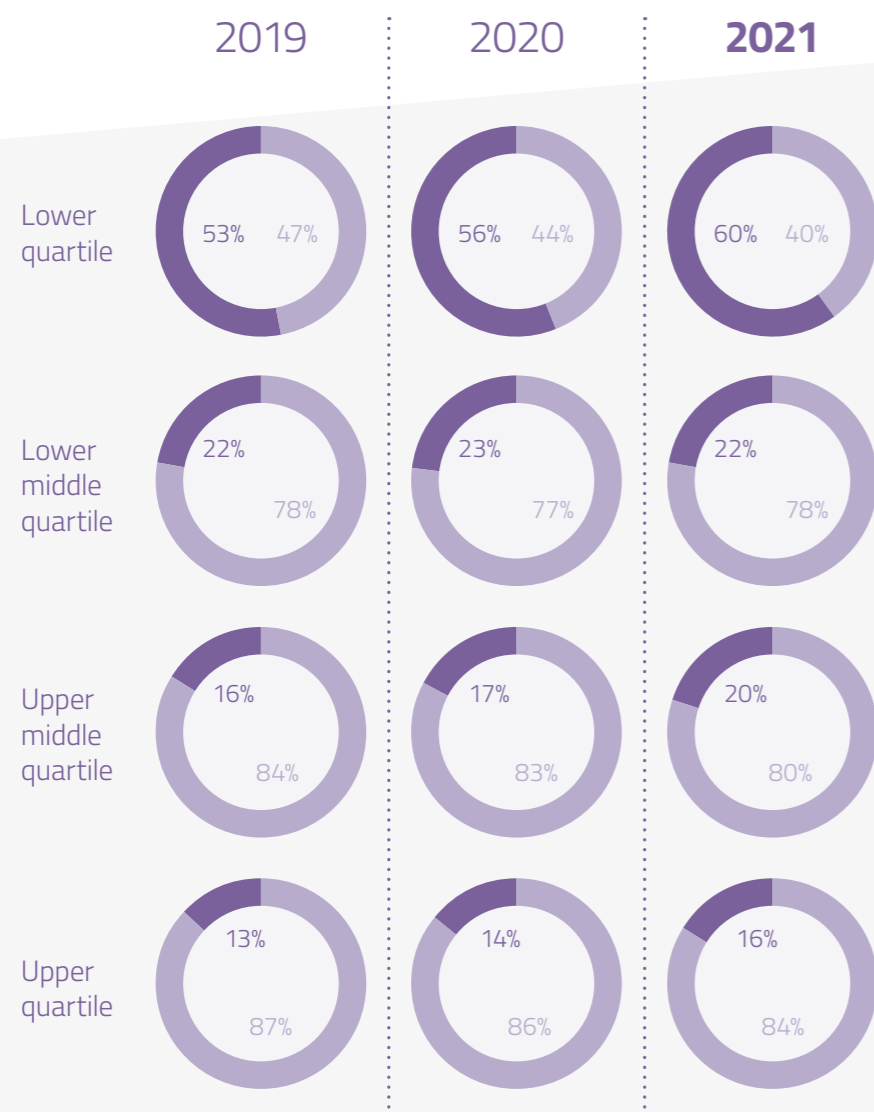
Amey last published Gender Pay Gap data for its separate legal entities in April 2020. Data relating to 2020 would have been published by 4th April 2021 however due to the Covid-19 pandemic, companies were given the option to defer publication by up to 6 months. We have taken the decision to publish our 2020 and 2021 data together.

Amey's Gender Pay Gap

GENDER PAY AND EQUAL PAY

The gender pay gap should not be confused with 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 are that men tend to hold more senior/technical positions compared to women, within some organisations.

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE OF OUR PAY STRUCTURE



- Overall, the percentage of women in Amey is increasing in all quartiles except the lower middle quartile
- The greatest increase is in the lower pay quartile which is restricting any improvement on the overall gap
- This reflects the nature of our business which employs large numbers of both cleaners and civil engineers, professions that have disproportionately high female and male representation

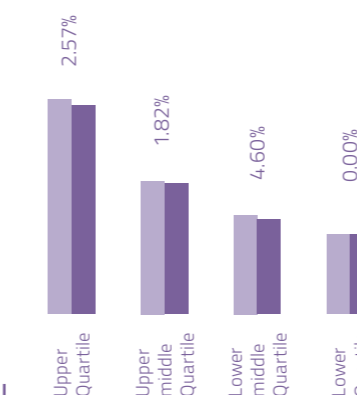
MEDIAN PAY GAP

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 33.17% is the difference between these two figures. This is a small increase from 2019.

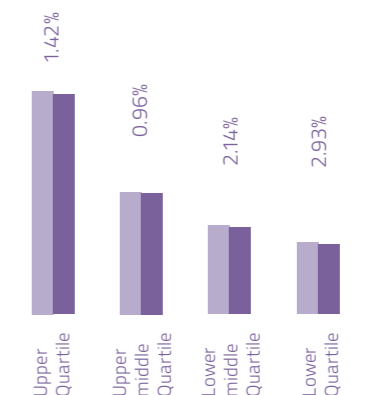
MEAN PAY GAP

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 24.79% is the difference between these two numbers as a percentage. This figure has not significantly changed since 2019.

MEDIAN PAY GAP PER QUARTER

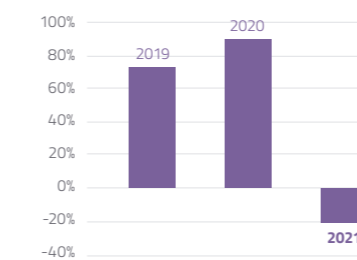


MEAN PAY GAP PER QUARTER

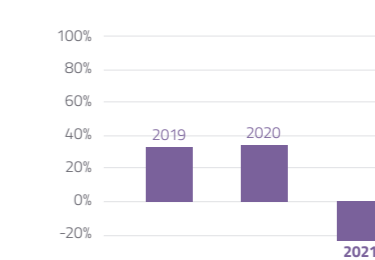


When the data is broken down into the quartiles, the gaps are much less significant indicating a clear commitment to equal pay.

MEDIAN BONUS GAP



MEAN BONUS GAP



There is a significant positive change to the bonus gap in 2021 which is due to increased female representation in senior management.

Closing the gap

ATTRACTION

- Infrastructure and engineering is typically seen as a male dominated industry which may detract women from entering the field and applying for roles
- Many women are also put off a role or organisation because a focus is put on experience which they may not have
- As well as specifically targeting women in our recruitment communications, Amey is changing the way we recruit by prioritising talent above experience to open up opportunities to women and a younger generation
- We are seeing successes in this area with the proportion of female employees externally recruited into the senior (bands D-F) roles increasing from 18% in 2018 to 30% in 2021 to date

DEVELOPMENT

- Our Women's Leadership Development programme nurtures the skills, knowledge and capability of 20 of our most talented women each year. 64% of participants take a lateral or promotional move within the organisation
- Amey works in partnership with Women in Defence UK. Through participation in its mentoring programme, workshops and events throughout the year, we are supporting the development of our women in our defence teams

PAY AND BENEFITS

- Our enhanced maternity pay is amongst the best in our sector and from Q4 2021 we will be introducing further enhancements to the scheme
- We introduced the Real Living Wage in March 2021 - this has positively impacted a larger proportion of female employees as they represent 60% of our lowest quartile earners
- From Q4 2021, we will be systematically reviewing the pay and benefits of all female employees in bands E&F

WELLBEING AND SUPPORT

- In summer 2021, we launched our flexible working scheme which empowers our people to be able to decide where is the best place to do their work, whether it is working from home, from an office or a combination of both. A frontline Personal Day provides paid time out for personal, wellbeing and family commitments – making it easier take time off work to deal with personal matters
- We are committed to being a menopause friendly organisation and earlier this year, launched Peppy, a menopause support app
- Our Women@Amey Affinity Group has over 400 active members and they work closely with the Amey Executive Committee to promote gender parity

NURTURING FUTURE FEMALE TALENT

- We understand that the industry we work in is a typically male orientated environment and we need to continue to work proactively with other organisations, educational bodies, government, and charities to increase the number of young women into an infrastructure and engineering career
- Amanda Fisher, Amey CEO, is co-chair of REbuild - an organisation focused on encouraging more women into infrastructure and engineering roles
- We are targeting greater female representation within our Early Careers recruits and the number of female graduates and degree apprentices recruited has increased
- The Amey Challenge Cup event brings girls aged 13-15 into our workplaces to work with engineers for a day to solve a real-life engineering problem





Personal pride in our public service

Amey is a leading infrastructure services and engineering company.

We are at the heart of modern Britain, helping the economy to grow by designing, maintaining and transforming the nation's strategic assets.

Our 13,000 people are behind the critical services the country relies on every day and we each take personal pride in our public service.

Our unique engineering and operations experience, together with data driven insight from our consulting business, delivers better results for our clients.

We are trusted partners of Government – both national and local – managing assets and complex projects that are vital to the sustainable growth of the country.

   amey.co.uk



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