

Amey

Ethnicity
Pay Gap Report
2023



Building on our vibrant culture and growing diverse representation to create a positive impact together

CEO Introduction

Our goal at Amey is to create a positive impact on our society and environments and for our employees to reflect the diverse skills, perspectives, and cultures of the communities we work in. We aspire to build an inclusive and welcoming employee community where everyone can learn, develop, and shine—where diverse backgrounds are not only valued but celebrated. In 2023, 88% of employees disclosed their ethnicity, up from 85% in 2022.

Over the last year, the number of ethnically diverse employees grew by 1.2%, rising from 7.6% in 2022 to 8.8% in 2023. There has also been a 1% increase in the representation of ethnically diverse employees in our upper quartile, growing from 8% in 2022 to 9% in 2023.

We are targeting ethnically diverse employees to make up 10% of our organisation by 2026 and 14% by 2030, as stated in our recently launched our Wellbeing, Diversity and Inclusion (WD&I) strategy. While there is still work to do to achieve this, I am confident that we are on track to reaching these targets.

We continue to demonstrate close parity between white and ethnically diverse employees. Our 2023 median ethnicity pay gap is -1.43%. On average, ethnically diverse employees in our lower, lower middle and upper middle quartiles are paid figures similar to those of our white employees. The most significant pay gap difference remains in our upper quartile, employees in senior positions, with a median pay gap of 4.1% (2023), an increase from 3% in 2022.

We are committed to providing training and personal development programmes and resources to give our employees the skills and confidence so they can shine. To help increase representation in our upper quartile, we continue to support our people's career progression with our Multicultural Leadership Development Programme. With the first cohort in its second year, the programme is steadily building a strong pipeline of future leaders, with three people having received a promotion so far.

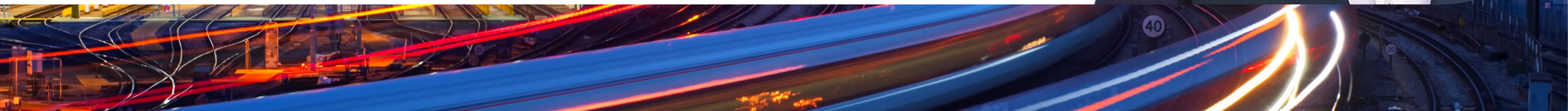
We are focused on offering opportunities to ethnically diverse talent in the communities we work in, particularly early career professionals. 20% of early career professionals hired in the last year are from diverse backgrounds. In addition, we have partnered with the Department for Work and Pensions (DWP) to pilot a new Sector-Based Work Academy Programme (SWAP), which provides work experience to ethnically diverse candidates in Bradford. We also continue to partner with 10,000 Black Interns to offer paid work experience to underrepresented groups during the summer.

As part of our WD&I strategy, we are actively promoting positive wellbeing and diversity so that everyone at Amey is confident in being themselves, feels valued, and is empowered to add value. We have focused on supporting our people and providing an inclusive work environment to help retain ethnically diverse employees.

Our ongoing inclusion campaign promotes the benefits of diversity and helps shape a work environment that is safe, supportive, and celebrates different backgrounds. Our Multicultural Affinity Network, through its growing network of allies and ambassadors, plays a pivotal role in educating the business and spreading awareness. For example, it facilitates Active Allyship workshops for employees to understand what it means to be an active ally and learn about the different backgrounds and cultures of Amey employees. The network also provides safe spaces for our ethnically diverse employees.

It is great to see our people championing inclusion and diversity so that everybody at Amey can thrive. I look forward to supporting the business to ensure our vibrant culture continues to grow and develop so we can improve representation and drive this important change. .

Andy Milner
Amey Chief Executive Officer





A message from our Multicultural Affinity Network

Our Multicultural Affinity Network works closely with leaders across Amey to help achieve Amey's business goals. The Multicultural Affinity Network leads have jointly crafted a Multicultural Network Strategy with key stakeholders to ensure fairness, equality, and inclusion are embedded into every aspect of our operations as standard practice. This ethos empowers our clients, colleagues, and the communities we serve, enabling them to excel without bias towards their background, beliefs, or demographic.

In recent years, we have made significant strides toward becoming a more equitable, inclusive, and fair organisation, re-evaluating everything from cultural norms to procedures and other organisational facilitators.

Our Multicultural Network Strategy aims to ensure appropriate representation at all levels, contribute to work winning, cultivate our organisational culture, expand our people's knowledge around multiculturalism, and offer support for colleagues and leaders of diverse backgrounds.

It is important that individuals from every background or ethnicity feel represented, both numerically and equitably in compensation – a focus area we are particularly attentive to. As part of our initiatives, nurturing our employees' growth is essential.

We are especially proud of the success of the inaugural Multicultural Leadership Development Programme (MLDP), which has been designed to bolster internal career advancement through mentoring and workshops tailored to the developmental needs of multicultural staff. We have witnessed promising outcomes from the first cohort, including three promotions, which will conclude in 2025. As we prepare for upcoming cohorts, we are actively using participants' feedback to shape the programme's evolution and are considering establishing a senior leadership programme aimed at the organisation's most senior levels.

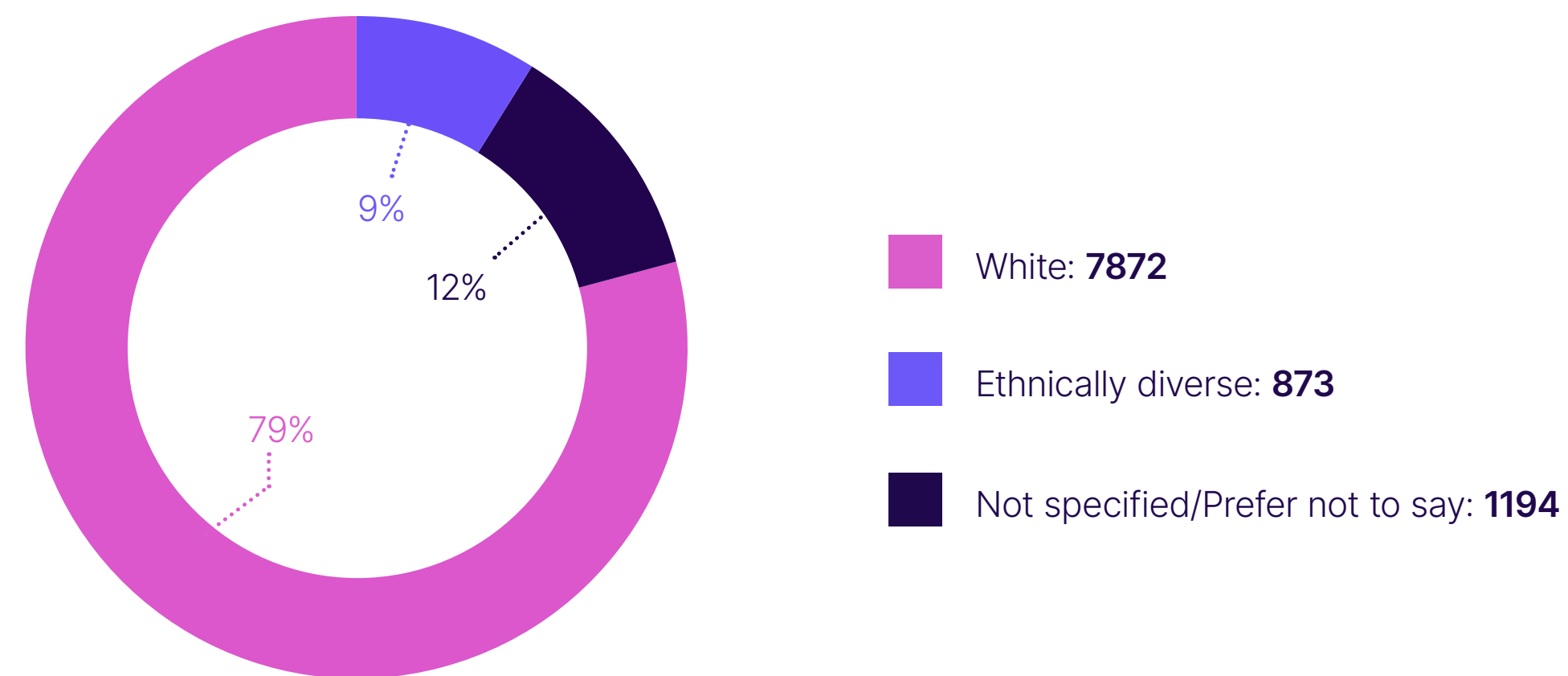
There is lots to do but the progress is great to see and the positive change to date is very encouraging.

The Amey Ethnicity Pay Gap

The Ethnicity Pay Gap should not be confused with equal pay. Equal pay is the practice of paying individuals from any ethnic group equally for performing the same or similar work of equal value.

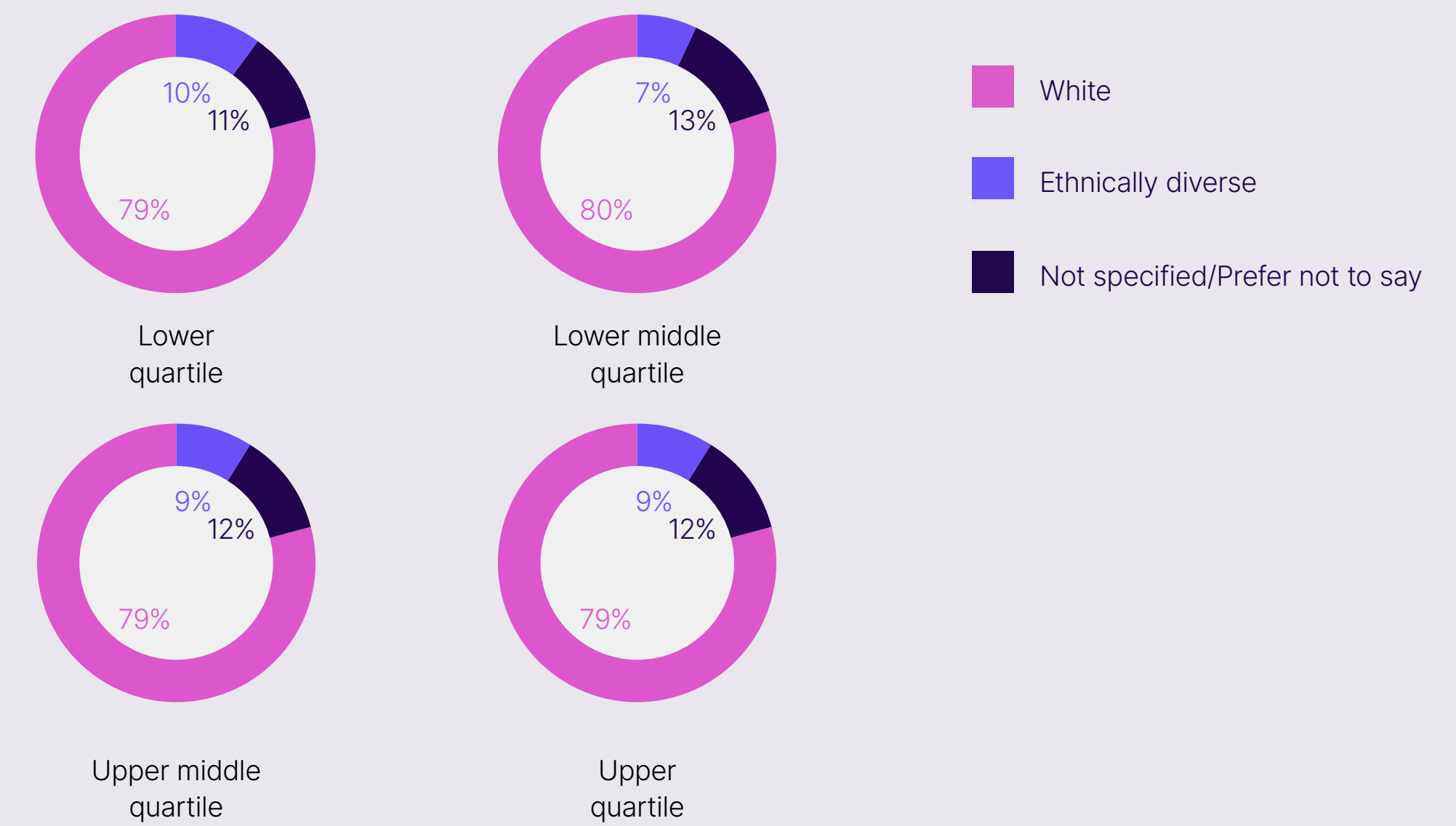
The ethnicity pay gap is the percentage difference in the average hourly rate of pay of white and ethnically diverse employees. At Amey we look at mean and median measures when calculating our pay gap.

Ethnicity representation across Amey



- In the UK employers cannot compel employees to disclose their ethnicity. The disclosure rate in Amey is 88%.
- It is important that our calculations are reflective of our whole organisation so we can better track year-on-year trends. A higher disclosure rate in future years will ensure more accuracy in our ethnicity pay gap reporting.

Ethnicity representation in each pay quartile





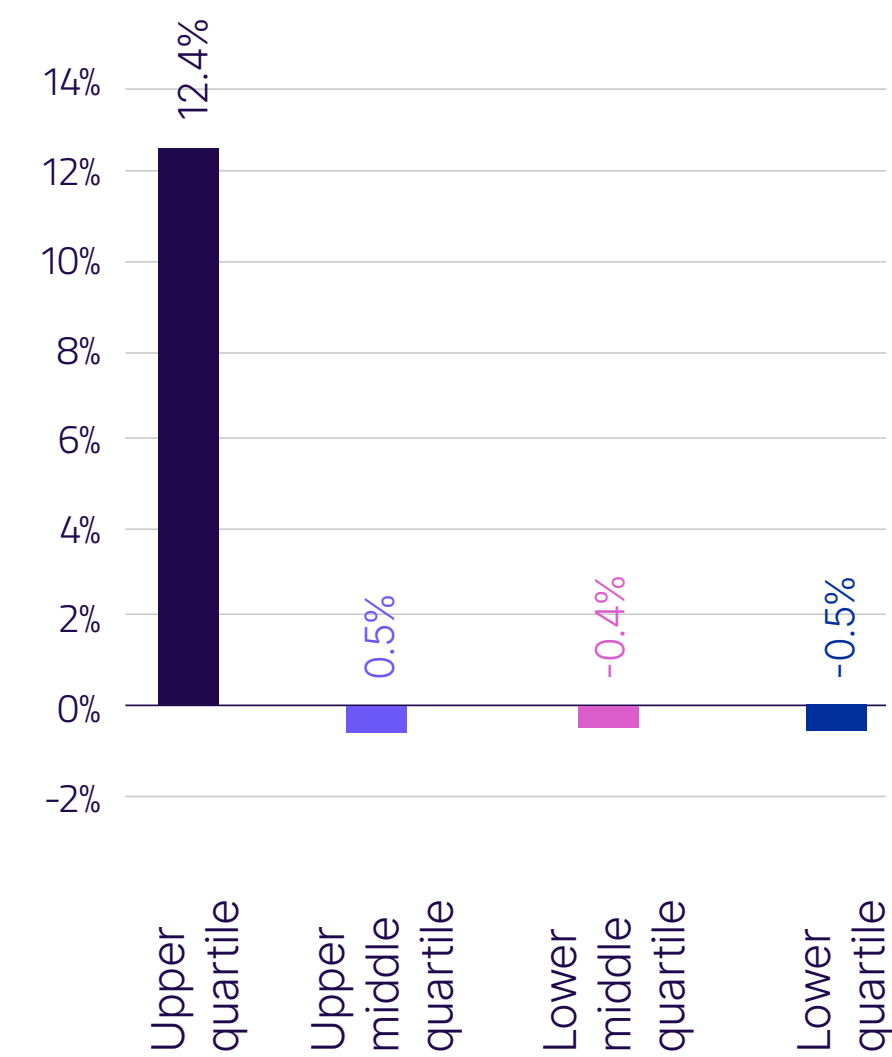
Mean pay gap

This is calculated by adding the white employees' hourly pay and dividing by the number of white employees in the organisation. Then adding all ethnically diverse employees hourly pay and dividing by the number of ethnically diverse employees in the organisation. The mean Ethnicity Pay Gap is the difference between these two numbers as a percentage. The Amey mean Ethnicity Pay Gap for 2023 is 5.61%.

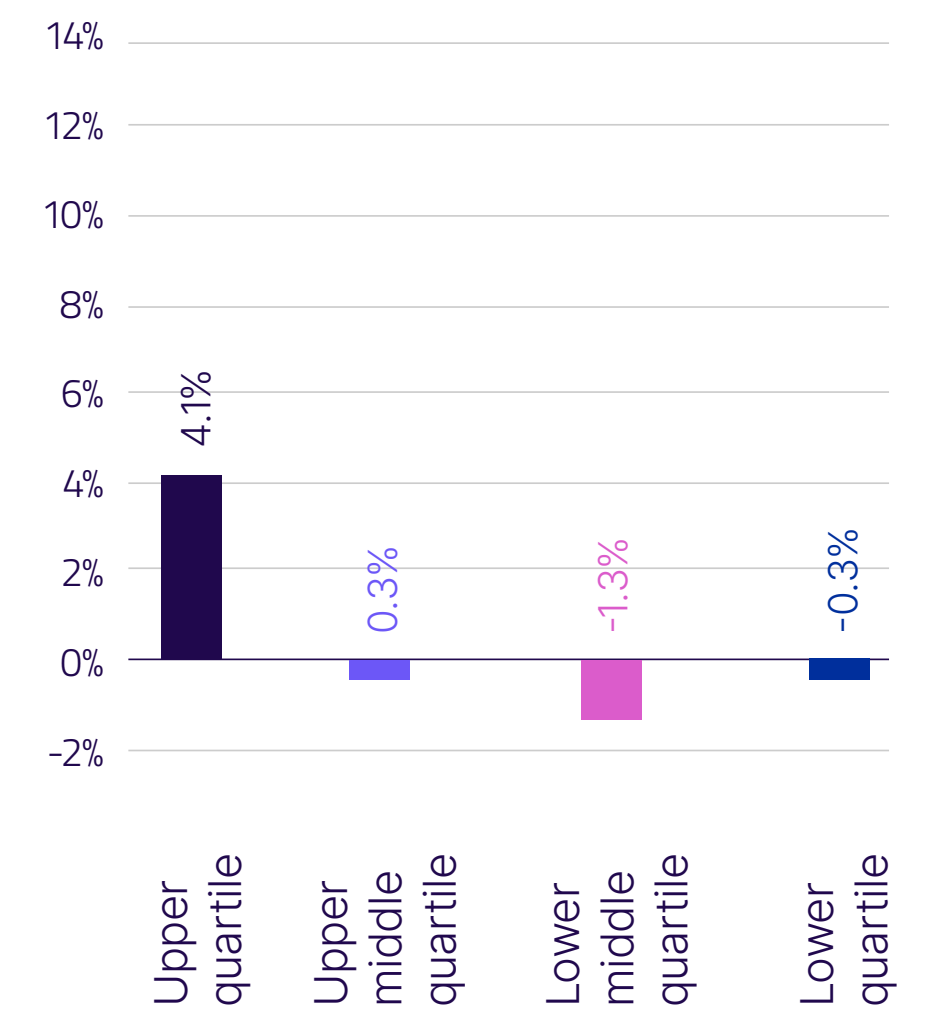
Median pay gap

This is calculated by sorting all the white employees hourly pay by size and selecting the middle salary. Then sorting all the ethnically diverse employees hourly pay by size and selecting the middle salary. The median Ethnicity Pay Gap is the difference between these two numbers as a percentage. The Amey median Ethnicity Pay Gap for 2023 is -1.43%.

Ethnicity mean pay gap per quartile*



Ethnicity median pay gap per quartile*



Leadership

- We are more than halfway through the Multicultural Leadership Development Programme, which launched in 2023. The programme has resulted in three promotions. 70% of participants have reported to have increased confidence, with nearly all participants feeling the programme is supporting their career development objectives.
- This year marks the fourth year we have been signed to Race Equality Matters (REM). We are continuing to work in collaboration with REM to create change to achieve race equality.
- Our Chief Operating Officer John Faulkner serves as the sponsor of the Multicultural Affinity Network. As part of this role, John provides strategic guidance to ensure the network is aligned with our business strategy.
- Our newly formed Unity Group, which consists of all of our affinity networks including the Multicultural Affinity Network, is aligned to the business strategy and the Executive Team.

Driving inclusion through various initiatives

- Our internal Embracing Difference campaign promotes inclusivity of everyone, no matter their background, identity, or circumstances.
- During Race Equality Month 2024, we delivered five sessions to the business that empowered our people to address problematic situations in the workplace such as calling out microaggressions.
- We facilitate Active Allyship workshops across the business to show what it means to be an active ally and encourage honest reflection and conversation, with the goal of creating a culture of inclusivity.
- We have launched our new Wellbeing, Diversity and Inclusion (WD&I) strategy, which outlines our vision to work in an inclusive way that actively promotes positive wellbeing and embraces difference so that everyone is confident to be themselves, feels valued and is empowered to add value.
- As part of the WD&I strategy and our wider ESG targets, we have set new ethnicity representation targets, for which we are aiming for multicultural employees to make up 10% of our organisation by 2026, and 14% of our organisation by 2030.
- The Multicultural Affinity Network runs a number of initiatives to continue the conversation about race, including the 5 day Challenge and What is Privilege.
- We are continuing to provide support to those suffering any type of racism or non-inclusive behaviour through our Multicultural Affinity Network, which provides a safe space for employees to discuss race and learn about the different backgrounds and cultures of Amey employees.
- For four years now, we have been signed to the Business in the Community (BITC) Race at Work Charter, in which businesses make a public commitment to improving equality of opportunity in the workplace.
- We have launched a pilot Sector-Based Work Academy Programme (SWAP) in partnership with the Department for Work and Pension (DWP) specifically for ethnically diverse candidates in Bradford. The programme offers one week of work experience before candidates can interview for permanent positions. The results have been very promising, and we are now expanding this initiative across our business, with one of our focuses being on multicultural groups.
- We are signed up to the 10,000 Black Interns Programme to offer paid work experience to underrepresented groups, where for the last two years we have provided five candidates with 10-week placements to work across Amey during the summer. Several individuals have continued to work with us on an ad-hoc basis and we are looking at taking on more candidates next year.



Looking ahead

We will continue a number of initiatives to continually diversify our workforce and foster an inclusive culture, including:

- Hiring ethnically diverse talent, particularly graduates and apprentices, to bring diversity of thought into our early careers cohort.
- Continue to roll out inclusion campaigns, which promote inclusivity of everyone, no matter their background, identity, or circumstances.
- Making sure our Be Digital programme, which aims to close the digital skills gap, is inclusive to all employees, including front line employees and those who have limited digital skills.
- Continuing to facilitate safe space meetings within the Multicultural Affinity Group.
- Continuing to offer opportunities to ethnicity diverse individuals within the communities we work in, such as our SWAPS programme with DWP and 10,000 Black Interns.





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.

amey.co.uk



INVESTORS IN PEOPLE®

We invest in people Gold
We invest in wellbeing Gold