

Amey

Life's better connected

Gender Pay Gap Report 2024



CEO foreword

Ensuring that everyone at Amey feels valued and rewarded is a key priority for the business and this year we have made significant progress towards this goal.

The gender pay gap continues to narrow, and has closed by 2.05% in 2024 to 18.6%. Importantly we have seen sustained progress in the number of women in senior management positions.

Our commitment to flexible working and providing competitive benefits packages means essential support is available for women, giving them real choices and protecting our skills base. We continue to maintain our emphasis on attracting, developing, and retaining the best female talent.

In 2024, 30% of our new hires were female, including those in senior roles. The reinvigoration of our ReStart Returners programme has opened up further opportunities for women looking to restart their careers or transfer their skills, and I am pleased that this vital programme and our broader inclusive recruitment strategy were recognised by our win at the Women in Engineering and Construction awards.

Our drive for greater female representation at all levels continues to progress, and a review of female development will be a focus throughout 2025. Our Women@Amey Leadership Development Programme, is in its eighth year and ensures our female colleagues are supported to fulfil their potential, with more than 70% of participants going on to be promoted or given further stretch in their role.


In addition to developing our talent, we aim to attract and inspire the next generation of female talent. Our Early Careers recruitment strategy continues to increase female representation

in our graduate and apprenticeship programmes. Amey's female graduate numbers are high for the industry, and this year, 35% of new starters on Amey's Early Careers programmes were women.

These and other programmes, including our She Solves It, Amey's girls in STEM initiative, are designed to inspire female school students into STEM careers and to encourage women and girls through a combination of mentoring, work experience and hands-on learning. For women who are already part of our team, we regularly review and develop our wellbeing support and I am proud that in this area, we are the best in the industry.

Our award-winning Women@Amey Affinity Network provides support for women at every career stage, combining practical help and advocating for their needs. Our life stage initiative for women offers further practical support to female team members. We have in place industry leading support for the victims of domestic abuse, an issue that disproportionately impacts women.

Real and sustained progress has been made, but there remains more to be done. In 2025, we continue to build on our programmes and initiatives to further improve our performance in this critical area.



Andy Milner
Amey CEO



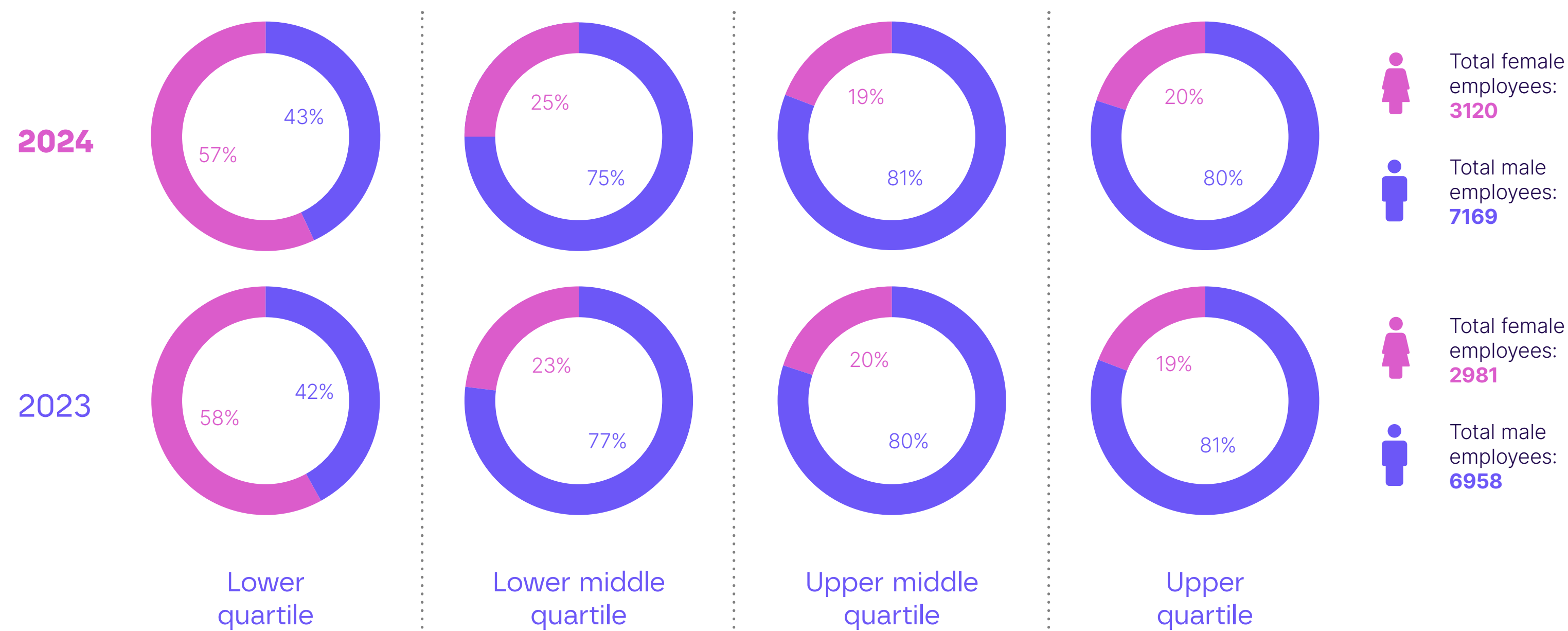
Amey's gender pay gap

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, once again, we have seen a positive 1% increase in female representation in the upper quartile.
- Additionally, we have seen a 1% decrease in female representation in the 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.

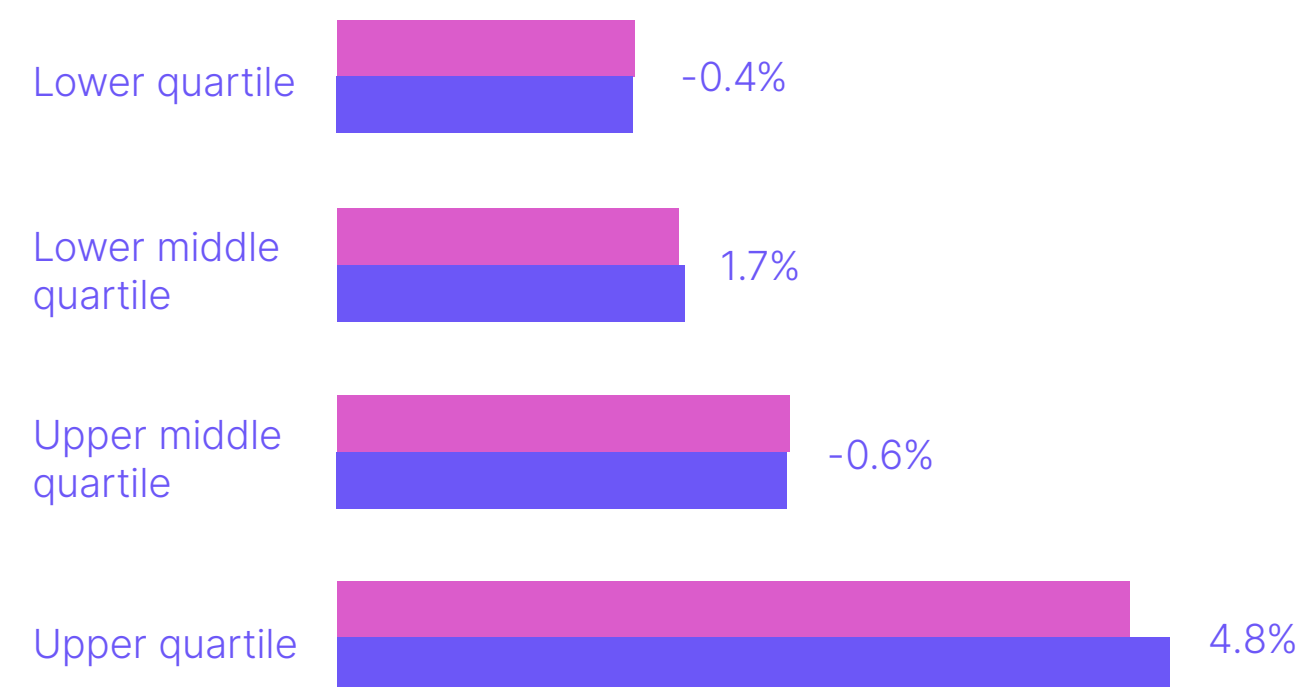
Proportion of women and men in each quartile of our pay structure



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 18.60% is the difference between these two numbers as a percentage. This reflects a positive decrease from 20.65% in 2023.

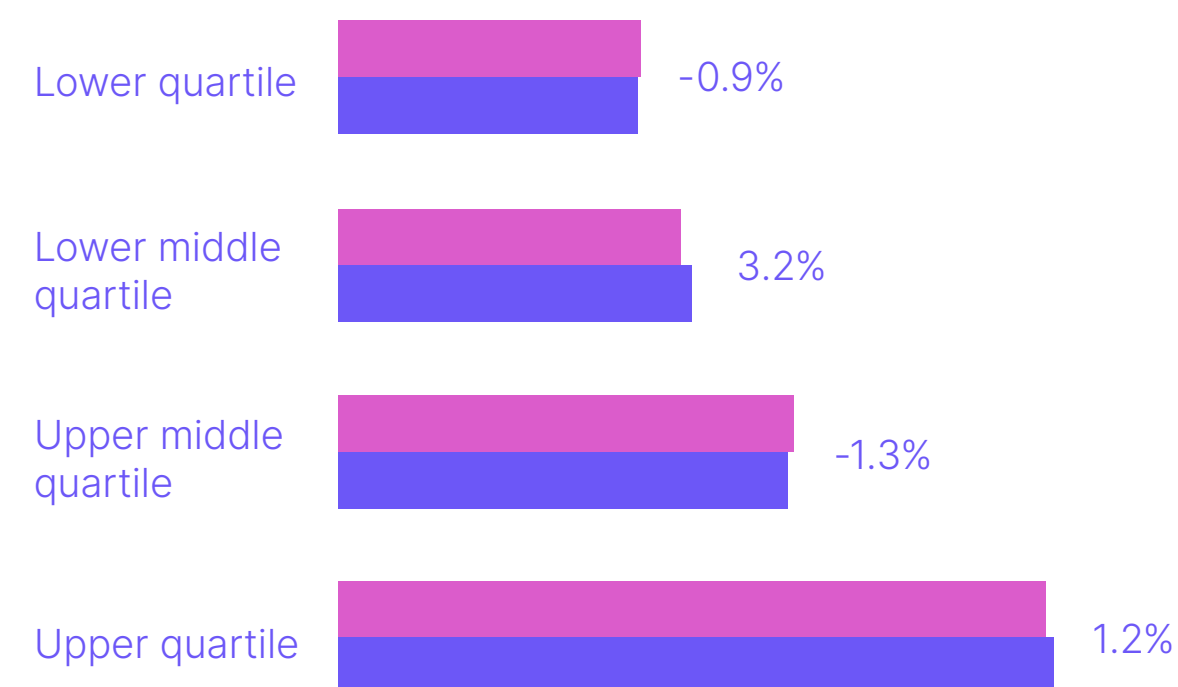
Mean pay per quarter



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 24.41% is the difference between these two figures. This reflects a positive decrease from 25.81% in 2023.

Median pay per quarter



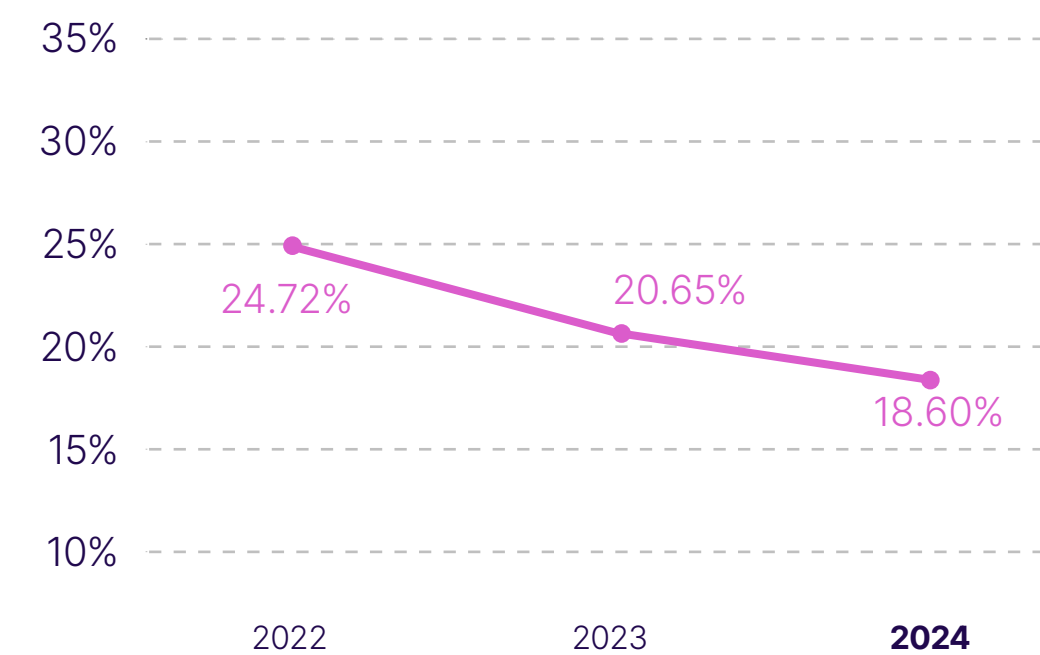
When the data is broken down into the 4 quartiles, we continue to see close parity between the hourly rates of males and females. Once again, our lower and upper middle quartiles demonstrate that females in these quartiles are on average paid more than men.

This highlights that the main driving force of our gender pay gap is a lack of female representation in the business, particularly in senior leadership positions, rather than an equal pay issue.

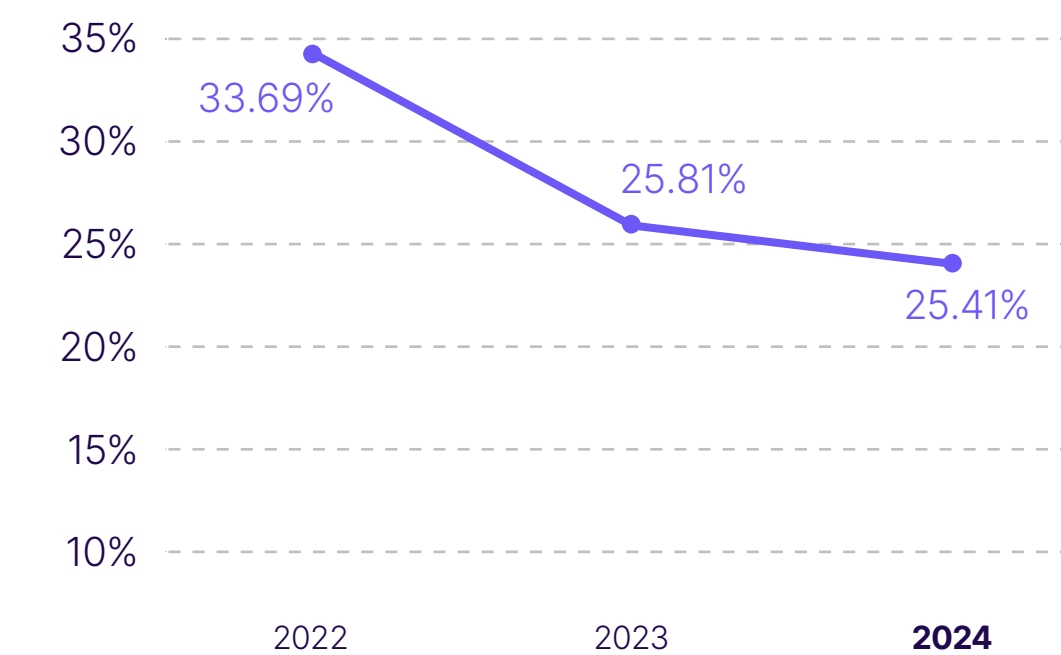




Mean pay gap over the years

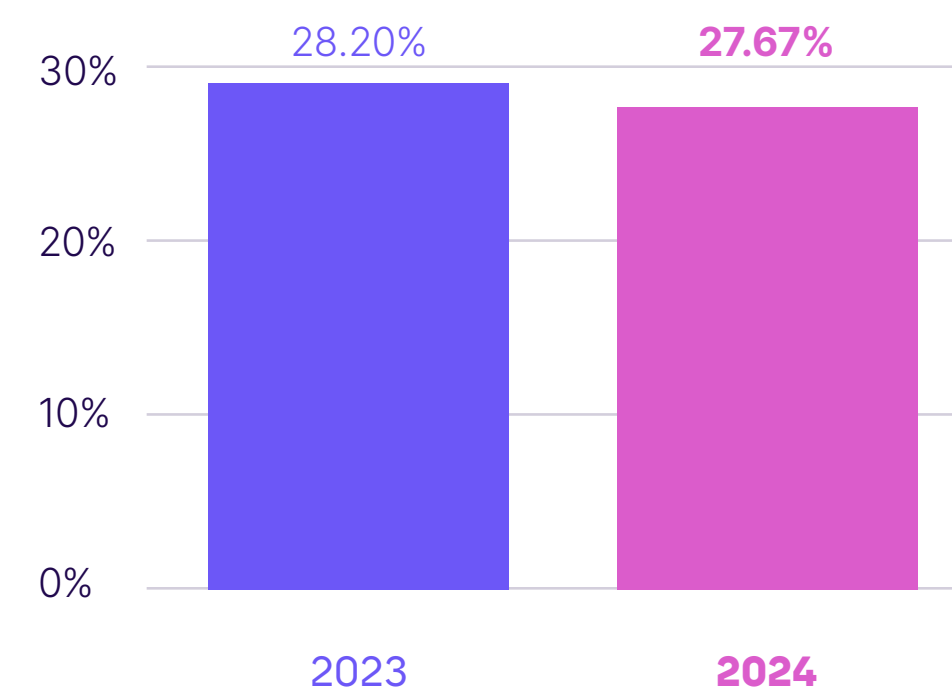


Median pay gap over the years

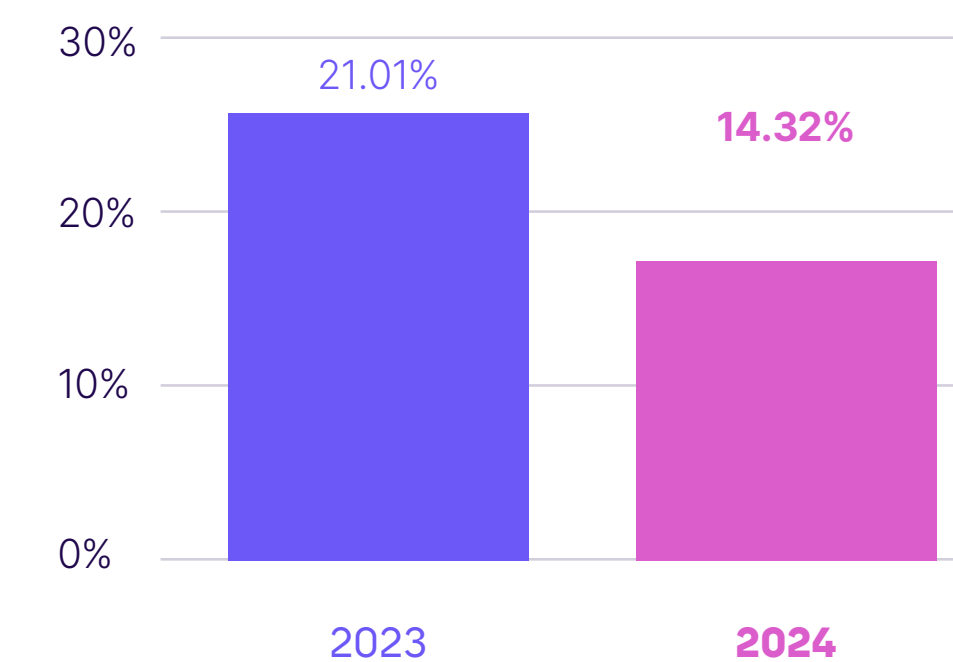


Over the last 3 years, we have seen great improvements in both our mean and median pay gap figures. We continue to work hard on closing these gaps even further.

Mean bonus gap



Median bonus gap



This year we have seen positive movement in both our mean and median bonus gap figures from the prior year.

Improving female representation by attracting, developing, and retaining talent

Pay and benefits

- This year, during our pay review cycle, we have a dedicated budget to address any gender pay issues within our business.
- Our GPG analysis report gives us important insights into salary levels for women across our internal pay bands. And where we identify issues, we take action.
- We continue to ensure that our employees are paid the Real Living Wage as a minimum. In addition, this year, we have also introduced new minimum salaries for our lower pay bands, a large proportion of which are female employees.
- Our annual review of job descriptions provides another vital check, ensuring responsibilities are accurately reflected and rewarded.
- Our competitive benefits package also provides essential support to women. Fifty-two weeks paid maternity and adoption leave offers real choices to new parents. It also protects our skills base, with 91% returning to work.

Attraction and recruitment

- We are committed to attracting a diverse workforce that reflects a range of backgrounds, experiences and perspectives. In 2024, 30% of our new hires were female, with 30% of our senior hires also being female.
- We continue to ensure diversity in shortlists at the recruitment stage, and recruitment materials and job descriptions have been reviewed to ensure they are inclusive, avoiding gendered language.
- We analyse improvement in representation by reporting gender ratios for new hires, leavers, internal moves and promotions. This allows directors to address areas of concern swiftly and implement strategies to enhance representation. A further review of female progression will be a focus in 2025, identifying hot spots for further action.
- Our ReStart Returners programme was reinvigorated in 2024. This structured 12-week paid placement opportunity is aimed at those looking to restart their career or transfer their existing skills into the engineering, environmental or digital sector.
- ReStart and our wider inclusive recruitment strategy was recognised at the 2024 Women in Construction and Engineering awards, winning the Excellence in Recruitment and Retention category.
- Our ESG strategy has set target of 33% female employees by 2026 and 40% by 2040.

Development

- Our Women in Leadership Development programme, which has run for 8 years, has already supported 89 females over four cohorts. 70% of these participants have been promoted or stretched in their current role. The fifth cohort of the programme is due to be launched later this year.
- Running over 18 months, this important programme aims to equip women with the tools and confidence to thrive and is based around three key pillars:
 - Internal development workshops
 - Coaching, mentoring and networking
 - A bespoke skills programme
- Delivered through a combination of face-to-face and online events, the programme also helps participants develop personal confidence and resilience.
- Advice on career development opportunities helps women taking part to make positive choices, driving their own careers. And the programme also facilitates strong peer support networks and long-term friendships.
- Networking events include our Lean-In-Circles. These bring small groups of women together on or offline for talk, inspiration and peer support.
- Our Women's Festival marks International Women's Day. The festival spotlights outstanding achievements of women in the business and uses interactive sessions and panel discussions to explore empowerment in leadership.

Wellbeing and support

- Our award-winning Women@Amey Affinity Network continues to focus on supporting women through every stage of their career.
- For the 62% of women in our organisation who are of perimenopausal or menopausal age we offer specialised advice and support in partnership with My Menopause Centre. Other tailored support includes our reasonable adjustment passport, email access to a menopause coach and a five-week Cognitive Behavioural Therapy course to help manage symptoms.
- As well as our competitive family friendly policies, our life stage support extends to helping colleagues experiencing fertility issues, miscarriage, endometriosis, menopause and menstrual health.
- We are already committed to a Zero Tolerance approach to sexual harassment, and have strengthened our position by appointing a new Sexual Harassment Lead to oversee our plans to ensure a harassment-free working environment. We have trained a team of 37 employees to act as Domestic Abuse and Sexual Harassment Ambassadors to conduct any sexual harassment investigations with sensitivity, impartiality, and thoroughness.
- Signatories to the Employers Domestic Abuse covenant, we are committed to supporting to women who have experienced abuse to re-enter the workplace.
- Our Women's PPE survey changed the way we provide personal protective equipment for women and won Diversity Network Awards' Initiative of the Year.

Nurturing future female talent

- Our Early Careers recruitment strategy aims to increase female representation on our Graduate and Apprentice programmes along with work placements. Female graduate numbers are high for our industry and in 2024, 31% of new starters on early careers programmes were women.
- Our new Early Careers candidate assessment tool removes bias, increasing female representation and pass rates. Hiring manager training is also focused on providing opportunity for all. So far, 24% of females passed the assessment compared to 21% of males.
- Our Annual She Solves IT girls STEM initiative ran for its eighth year in 2024. Designed to inspire girls to consider STEM careers, it gives girls aged 13 - 15 a day of hands-on learning, creative teamwork and exposure to diverse engineering careers through solving a real-life engineering challenge. In 2024, we facilitated 16 girls STEM events.
- Our mentoring programmes offer experienced professional support to women at all levels and at all stages of their career. We are also part of the Women in Rail mentoring programme that promotes diversity and diverse thinking in the rail industry.
- Our partnership with the Royal Academy of Engineering and its award-winning Graduate Engineering Engagement Programme is now in its ninth year. This supports graduates from diverse backgrounds into engineering jobs. And the second year of our partnership with **10,000 Interns** saw five female interns gain valuable experience across our business.

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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