

Amey



Ethnicity Pay Gap

Report 2022

Building a diverse and equitable workforce

We're committed to continually tackling race inequality so that people of all backgrounds are represented at all levels, and so we can bring diversity of thought to the solutions we deliver for our clients.

It is well-known that diverse workforces bring immense value to organisations. By drawing on different backgrounds, skillsets and lived experiences, we can problem-solve better, make better decisions, and deliver better outcomes for our clients. It is also important that, as an organisation that strives to enhance lives and communities, we represent the diverse communities we serve.

This is the second year we are voluntarily reporting on our ethnicity pay gap at Amey. Currently there is no ethnicity pay gap reporting requirement for businesses; however, we're publishing this data to keep ourselves accountable and continue to demonstrate our commitment to being a more diverse and equitable organisation.

By reporting this data, we're committing to increasing representation of minority groups within Amey, particularly in senior positions, so that we can benefit from diversity of thought at all levels. The number of employees who have disclosed their ethnicity has risen from 81% (2021) to 85% (2022). This is a positive step forward, as the more we know who makes up our business, the easier it will be to track our progress each year.

I'm pleased to report the progress we've made since 2021. The number of ethnically diverse employees at Amey has increased from 7% (2021) to 8% (2022). There has also been a 2% increase in the number of ethnically diverse employees in our upper quartile, rising from 6% (2021) to 8% (2022).

Our mean ethnicity pay gap is 2.02%, and the median ethnicity pay gap is -2.84%, which shows a great improvement on both statistics from last year. A negative percentage demonstrates that employees who are white typically receive a lower pay than employees who are ethnically diverse.

Ethnic representation across Amey, particularly at leadership level, continues to be an area we need to improve. We're continuing to work toward our diversity targets which, guided by our Embracing Difference Strategy, involves recruiting, retaining and developing diverse talent. This year we're focussing on hiring ethnically diverse talent.

We must also continually take action to ensure we're retaining diverse talent. Integral to this is investing in our people's development. I'm excited to launch the Multicultural Leadership Development Programme this year. Aimed to support career progression, the programme prepares ethnic employees for leadership positions through mentoring and training.

We're continuing to foster a culture of inclusion where everybody can bring their whole self to work. Our Multicultural Affinity Group is doing great work in this space, building a network of allies and ambassadors to deliver initiatives, and providing support to those suffering any type of racism or non-inclusive behaviour.

At its heart, Amey has always been a people business, which is why it's essential that we continue to move the dial in this space. I'm proud of the work we're doing to grow a diverse and inclusive workforce and bring our people on board this journey with us.

Andy Milner
Chief Executive Officer



A word from Neetu Khosla

Whilst working at Amey over the past seven years, I've grown my confidence to be my authentic self, which I've never been able to do before in previous workplaces. My goal is to encourage others to also be their authentic selves, and to create an environment where they feel a sense of belonging.

In my role as Multicultural Chair, I want to provide a voice for underrepresented groups. No matter their background or ethnicity, everyone should feel represented, and currently this is an area we're lacking. Across the industry, there are significant barriers to achieving racial equality in the workplace. To break these barriers, we need to educate each other, challenge each other's mindsets, and work together to create a real impact. The more momentum we can build, the more change we can make.

A particular goal of mine is to elevate multicultural employees into leadership positions so that they can achieve their career objectives and bring diversity of thought to Amey's leadership level. Key to this is supporting and investing in our people's development, which is why we're launching the Multicultural Leadership Development Programme (MLDP).

The MLDP will drive internal career progression by providing mentoring support and a series of workshops that target multicultural employees' individual development journeys. By implementing this programme, we aim to embed sustainable change into the business to grow the percentage of diverse representation at a leadership level into the future.

There is still a lot of work to do and progress to be made to reach our goals and become an inclusive employer of choice, but I'm encouraged by the momentum we're starting to make and look forward to growing this more.

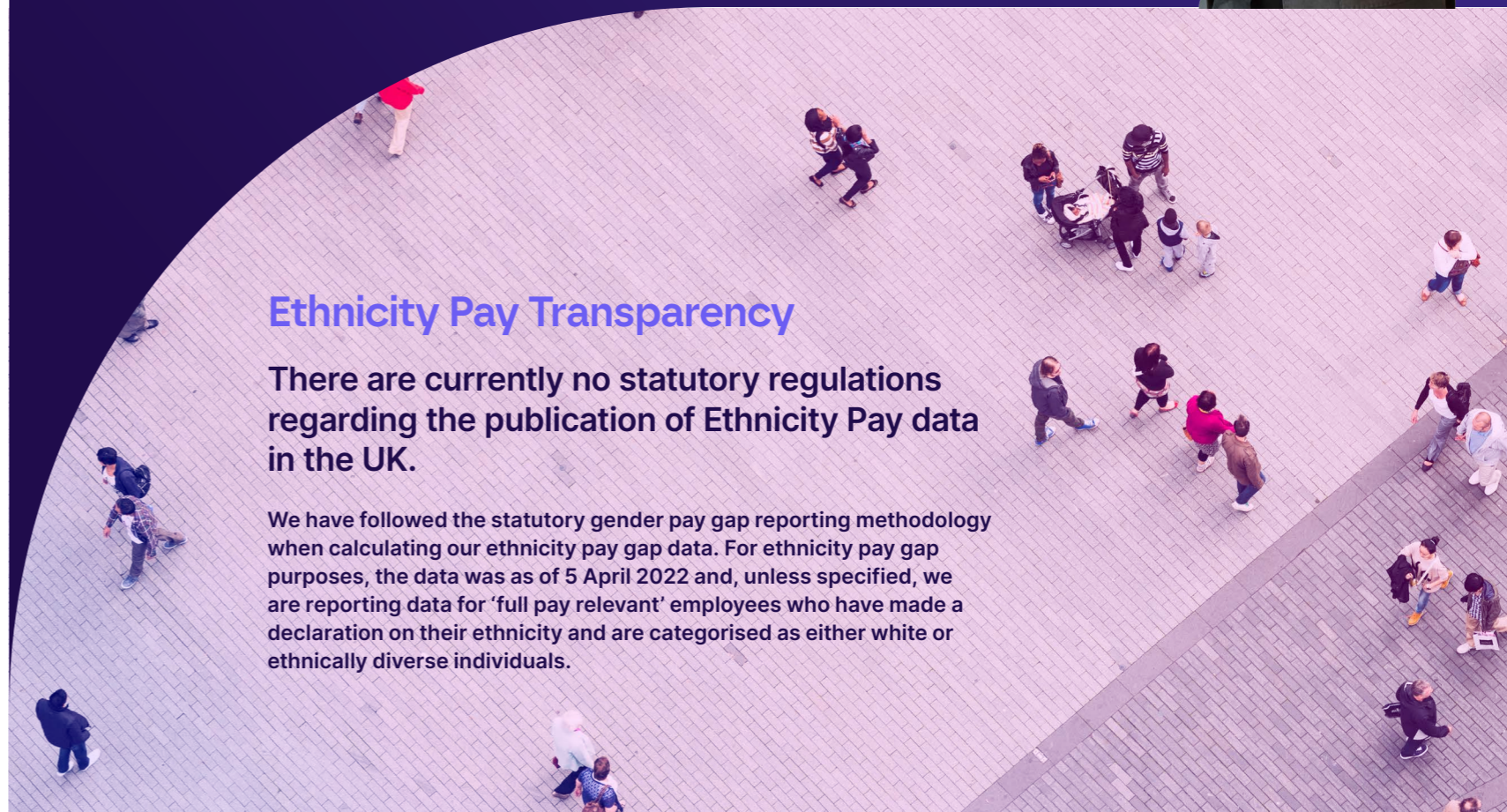
Neetu Khosla
Social Value Manager and Multicultural Chair



Ethnicity Pay Transparency

There are currently no statutory regulations regarding the publication of Ethnicity Pay data in the UK.

We have followed the statutory gender pay gap reporting methodology when calculating our ethnicity pay gap data. For ethnicity pay gap purposes, the data was as of 5 April 2022 and, unless specified, we are reporting data for 'full pay relevant' employees who have made a declaration on their ethnicity and are categorised as either white or ethnically diverse individuals.

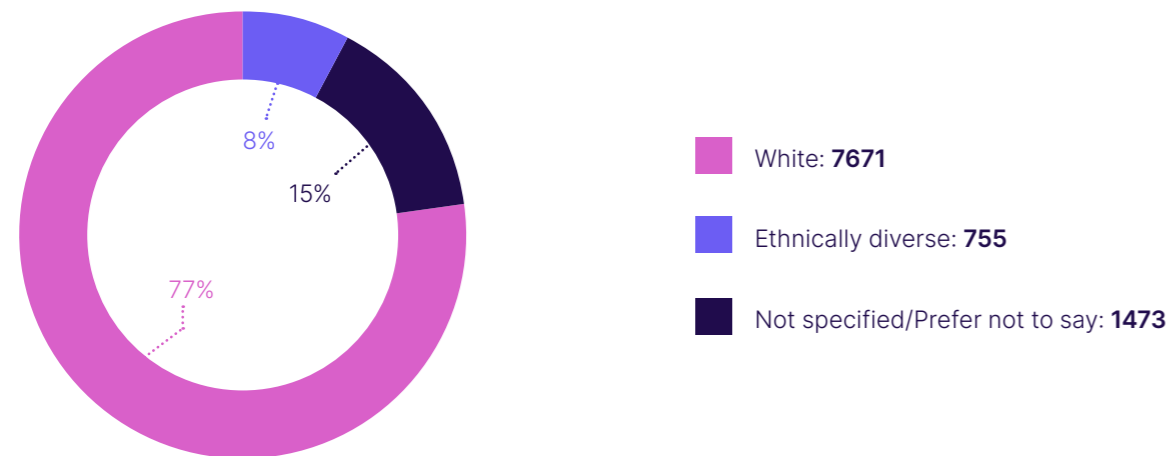


The Amey Ethnicity Pay Gap

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



Ethnicity representation in each pay quartile



- In the UK employers cannot compel employees to disclose their ethnicity. The disclosure rate in Amey is 85%.
- 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.

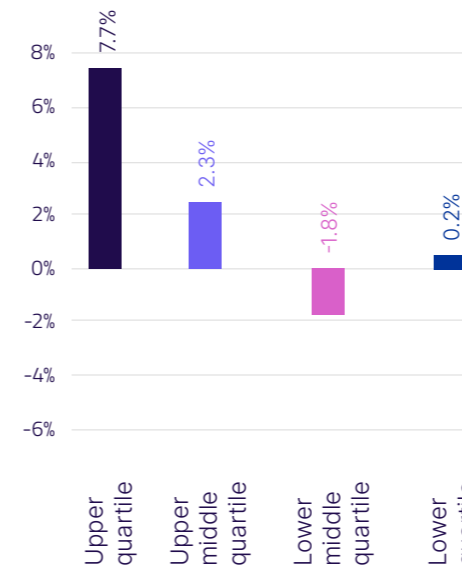
Mean pay gap

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 2022 is 2.02%.

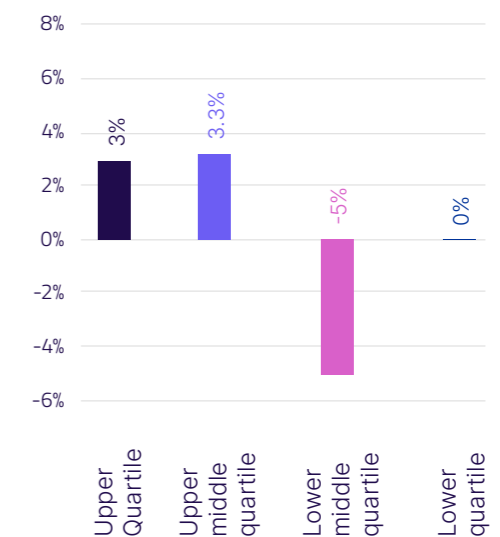
Median pay gap

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 2022 is -2.84%.

Ethnicity mean pay gap per quartile*



Ethnicity median pay gap per quartile*



MEAN BONUS GAP:
19.88%

MEDIAN BONUS GAP:
-11.04%

Our mean ethnicity bonus gap of 19.88% is explained by the fact that a large majority of our senior leadership team members are white. As they receive the largest bonuses, this can skew our average bonus figure data for white employees.

However, the calculation of the median more accurately shows our bonus gap of -11.04%. This demonstrates that although we have a larger number of white employees compared to ethnically diverse employees receiving a bonus, many of those white employees only received smaller amounts, compared to our ethnically diverse employees.

Closing the pay Ethnicity Pay Gap

Leadership

- We're launching the Multicultural Leadership Development Programme, which supports the professional development of employees from multicultural backgrounds and helps them pave a path into leadership roles.
- We have been signed to Race Equality Matters (REM) for three years now and are continuing to work in collaboration. REM is a not-for-profit organisation that provides UK-wide collaboration between organisations, with the aim of creating change to achieve race equality.
- Amey's Chief People Officer, Michael Burgess, is the Executive Sponsor for race and there is active engagement from the rest of the Executive Team to promote a more diverse workplace.
- The Employers Network for Equality and Inclusion (ENEI) ranked Amey at the 'Embed' level in 2021. The actions outlined in our 2021 report were carried out and helped secure a promotion to the 'Sustain' level – the highest level in the ENEI ranking.

Talking about race

- The Multicultural Affinity Network has launched a number of initiatives to continue the conversation about race, including the 5 day Challenge, What is Privilege, Active Allyship and Embracing Difference.
- Designed from the belief that every one of us has the ability to bring about real change, our new Active Allyship workshop encourages honest reflection, conversation, and ends with each employee making a personal pledge.
- We're 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 three 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.

Looking ahead

We plan to launch a number of initiatives to support our recruitment programmes, including:

- Targeting ethnically diverse talent, particularly graduates and apprentices.
- Recruiting to our Recruitment Policy, which ensures that we recruit fairly, offering equal opportunities to all.
- Launching our Multicultural Leadership Development Programme, which aims to increase the number of multicultural employees in leadership positions.
- Rolling out Active Allyship Pan Amey, an interactive workshop on what it means to be an active ally.
- Launching our Embracing Difference campaign, which promotes inclusivity of everyone, no matter their background, identity, or circumstances.
- Hosting Journey to Work events, providing those furthest from the labour market with job search skills and support they need to secure employment within the local communities in which we serve.
- Making sure our Be Digital programme is inclusive to all staff, including front line employees and those who have limited digital skills.
- Continuing to facilitate safe space meetings within the Multicultural Affinity Group.



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



The Prince's
Responsible
Business Network

INVESTORS IN PEOPLE®

We invest in people Gold
We invest in wellbeing Gold