

# GENDER PAY GAP REPORT 2022

## Ferrovial Construction (UK) Limited

The Gender Pay Gap (GPG) reporting regulations came into full effect for the first time in the UK in 2018. All employers with over 250 staff – in the private, public or non-profit sectors – must comply with the UK Government's GPG reporting requirements on an annual basis.

As well as being a legal requirement, the GPG analysis and report serves as a vital tool for organisations to be able to identify the financial impact of a lack of women in senior roles and helps us track the progression of men and women in the organisation by analysing pay quartile figures.

Pay figures quoted in this document are for Ferrovial Construction (UK) Limited as on 05 April 2022.

Figures used for the Gender Bonus Gap (GBG) calculation are for the 12-month period ending 05 April 2022.

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 using ACAS guidance on gender pay.

*T Wilkins*

TERESA WILKINS  
HR Business Partner  
Interim Human Resources Dept. Lead  
On behalf of Ferrovial Construction (UK) Limited



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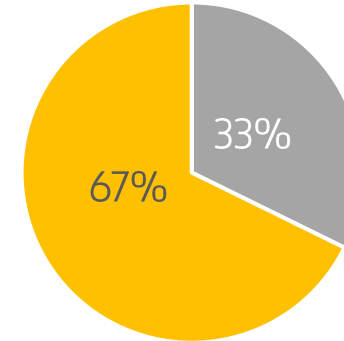
## Ferrovial Construction (UK) Limited

### What are we doing to improve the Gender Pay Gap?

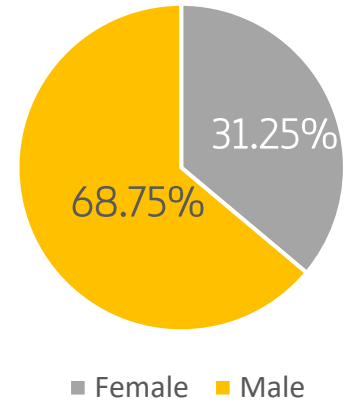
We recognise the importance of the GPG report in charting the need for an organisation to have more women in senior roles. The following actions have been undertaken as part of our continuous improvement strategy for gender diversity not only for our organisation, but for our industry.

- **Research and innovation EDI and sustainability project** with the University of Leeds entitled: **Can workforce diversity stimulate transformation towards a more sustainable future?** Exploring **how to reduce pay gaps** and retain minority groups in the foundation industries.
- Salary **audit** and review of **promotion process**
- **Delivery of unconscious bias** training for all employees
- Delivery of workshops to employees on microaggressions and diversity, inclusion and belonging.
- Focus on achieving **HORIZON 20/24** strategy goals
- Female vs Male Talent % -**Recruitment of new hires** 28.6%
- Application of **Rooney Rule** for increasing numbers of professional roles. 40%
- Key group **0 to 3 years** of experience 32.4%
- EDI Working group delivering a calendar of activities and employee engagement events

2022 WORKFORCE BY GENDER



2022 GRADUATE INTAKE



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## Ferrovial Construction (UK) Limited



### The Gender Pay Gap calculations

#### What does the Gender Pay Gap actually mean?

The gender pay gap is a calculation designed to show the difference between the average gross hourly earnings for all men in an organisation, and the average gross hourly earnings for all women in an organisation.

#### Does the Gender Pay Gap show that men and women are not paid equally for the same role?

No. The Gender Pay Gap is not the same as Equal Pay. We are an Equal Pay employer. Equal pay refers to two people being paid the same salary for carrying out the same role. This is a legal requirement.

#### How is the Gender Pay Gap calculated?

The GPG is calculated in two ways to find the **MEAN** and the **MEDIAN**.

For the **MEAN**, we add up the basic pay, car, location and other allowances, pay for leave and shift premium pay and divide this by the number of men in the organisation. ie, the average for men. We then do the same calculation and divide this by the number of women in the organisation.

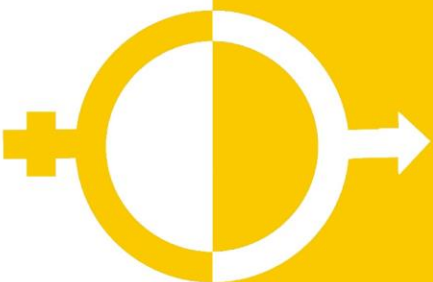
The percentage difference between these two average figures is the Gender Pay Gap.

For the **MEDIAN**, we list all the numbers in numerical order. The **MEDIAN** is the middle number. We calculate the **MEDIAN** for both men's and women's hourly pay separately and report the percentage difference between these two figures.

	2022	2021	2020	2019
Mean GPG	24.8%	24.8%	25.5%	22.1%
Median GPG	21.4%	23.8%	23.9%	19.8%

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## Ferrovial Construction (UK) Limited



### What is the Gender Bonus Gap?

The Gender Bonus Gap is the difference between the average bonus received by men and women across Ferrovial Construction (UK) Limited. One of the areas where we feel we are strong as a business is in the proportion of employees which receive a bonus within the company.

BONUS RECEIVED	2022	2021	2020	2019
Men	82.5%	76.7%	77.7%	84.5 %
Women	77.7%	71.6%	78.1%	77.3%

The first table demonstrates the proportion of men and women that received a bonus.

BONUS GAP	2022	2021	2020	2019
Mean Bonus Gap	47.2%	46.7%	48.3%	59.4%
Median Bonus Gap	56.3%	55.2%	50.4%	62.9%

The second table demonstrates the difference between men and women of these bonuses granted.

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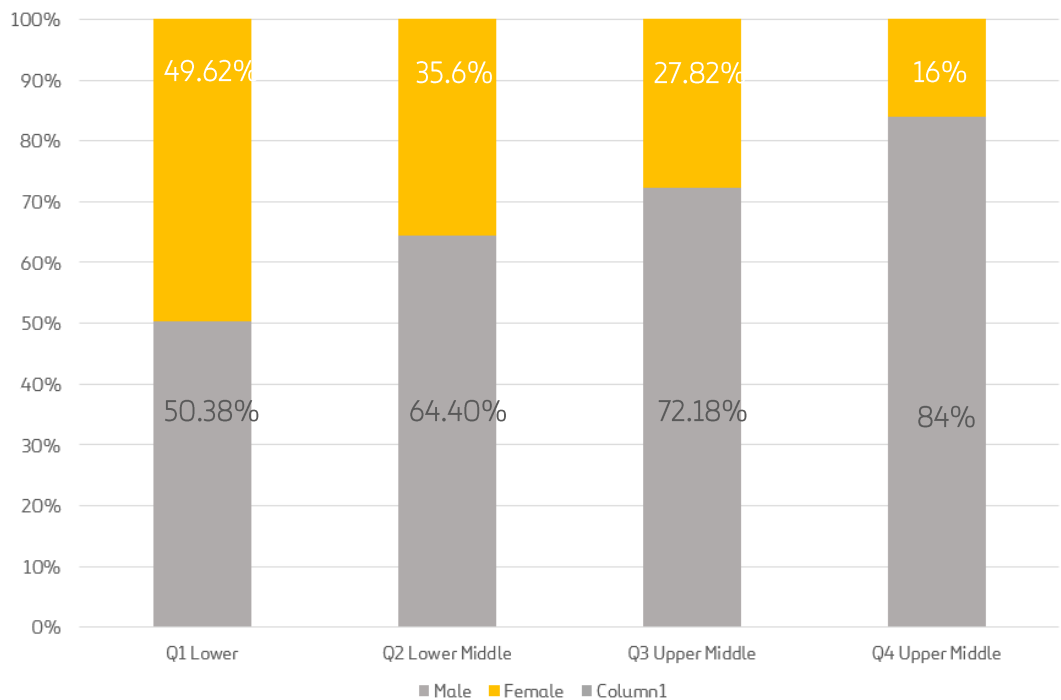
## Ferrovial Construction (UK) Limited

### 2022 PAY QUARTILE

#### How do we find the pay quartile?

We order the data from the least to the greatest, find the median of the data set and divide the data set into halves. We then find the median of each set, and divide these into halves, creating a breakdown of four equal sets. The numbers for these quartiles change year on year, as they are specific to the data for that particular date.

Pay quartiles for 2022 are below and previous years are in the table on the right.



	2021		2020		2019	
	M	F	M	F	M	F
Q1	49.6%	50.4%	49.5%	50.5%	51%	49%
Q2	69.1%	30.9%	60.2%	39.8%	64%	36%
Q3	70.9%	29.1%	69.9%	30.1%	67%	33%
Q4	84%	16%	87.4%	12.6%	86%	14%

