

# GENDER PAY GAP REPORT 2021

## 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 2021.

Figures used for the Gender Bonus Gap (GBG) calculation are for the 12-month period ending 05 April 2021.

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.

*John Pepper*  
JOHN PEPPER

Human Resources Director

On behalf of Ferrovial Construction (UK) Limited



# GENDER PAY GAP REPORT 2021

## 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 difference in this data for an organisation to have fewer 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.

Appointment of **EDI and Remuneration Manager**

**Salary audit** and review of **promotion process**

**Diversity accreditation** action plan

Appointment of **graduate recruitment agency** GTI

**Unconscious bias** in recruitment training for hiring managers

Unconscious bias online training **for all employees**

**Inclusive Culture Pledge** with EW Group

**Maternity/Paternity** policy enhancement

Targeting **HORIZON 20/24** strategy goal

Female vs Male Talent % -**Recruitment of professional roles 32.8%**

Apply **Rooney Rule** for increasing numbers of professional roles. 40%

Key group **0 to 3 years** of experience. 41.67%

**Affinity group** establishment across organisation

EDI Working group



# GENDER PAY GAP REPORT 2021

## 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.



|            | 2021  | 2020  | 2019  |
|------------|-------|-------|-------|
| Mean GPG   | 24.8% | 25.5% | 22.1% |
| Median GPG | 23.8% | 23.9% | 19.8% |

# GENDER PAY GAP REPORT 2021

## 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 | 2021  | 2020  | 2019  |
|----------------|-------|-------|-------|
| Men            | 76.7% | 77.7% | 84.5% |
| Women          | 71.6% | 78.1% | 77.3% |

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

| BONUS GAP        | 2021  | 2020  | 2019  |
|------------------|-------|-------|-------|
| Mean Bonus Gap   | 46.7% | 48.3% | 59.4% |
| Median Bonus Gap | 55.2% | 50.4% | 62.9% |

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

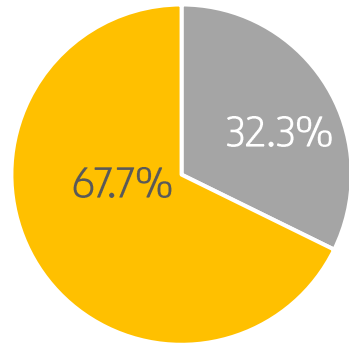


# GENDER PAY GAP REPORT 2021

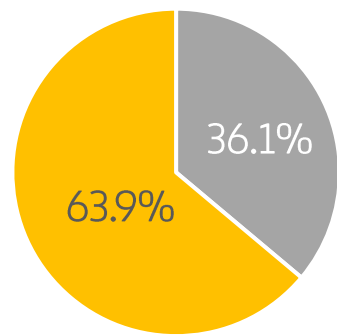
## Ferrovial Construction (UK) Limited



2021 WORKFORCE BY GENDER

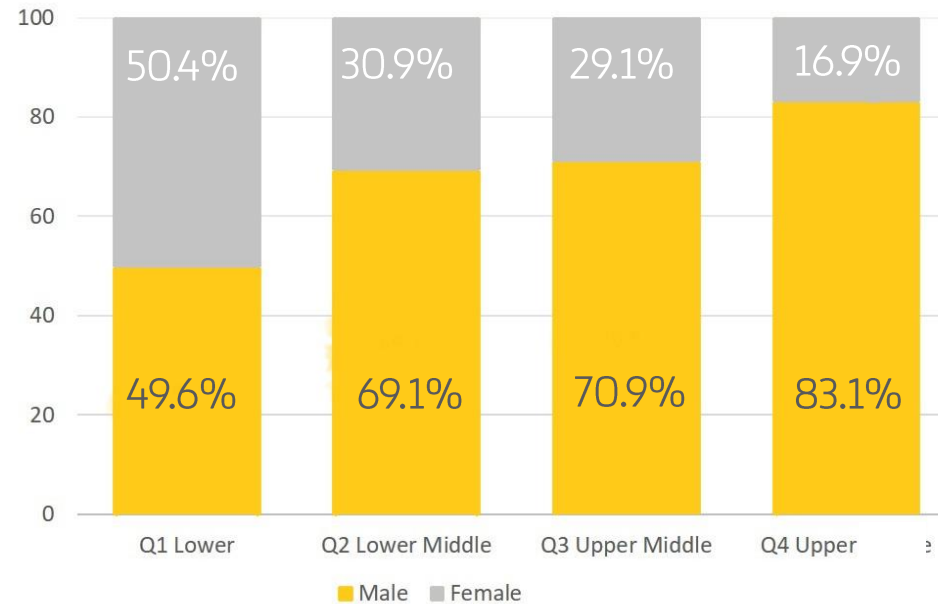


2021 GRADUATE INTAKE



■ Female ■ Male

2021 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 previous years are in the table on the right.

|    | 2020  |       | 2019 |     |
|----|-------|-------|------|-----|
|    | M     | F     | M    | F   |
| Q1 | 49.5% | 50.5% | 51%  | 49% |
| Q2 | 60.2% | 39.8% | 64%  | 36% |
| Q3 | 69.9% | 30.1% | 67%  | 33% |
| Q4 | 87.4% | 12.6% | 86%  | 14% |