

# GENDER PAY GAP REPORT 2020

## GENDER PAY GAP INTRODUCTION

Colas Rail believes in being an inclusive and diverse organisation where anyone can reach their full potential.

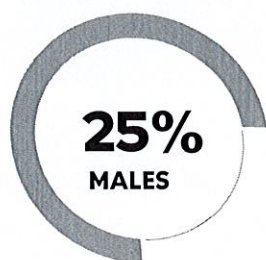
The rail industry has historically been male dominated with many roles falling within engineering and construction disciplines. At the time of reporting (April 2020) 12 per cent of our workforce was female and our analysis shows that the proportion generally decreases through the higher pay quartiles. At Colas Rail we are confident that men and women are paid equally for doing equivalent jobs across our business.

Our analysis also tells us that the under-representation of women in higher paid roles is the main driver for our gender pay gap. There are no quick wins to closing the gap. We need sustained focus on increasing the number of women in our workforce, improving our retention rates and investing more in supporting and progressing our most talented women so that they are able to compete successfully for our most senior roles.

## HEADLINE GENDER PAY GAP FIGURES FOR COLAS RAIL LTD

	Median	Mean
Gender Pay Gap	25.3%	16.7%
Gender Bonus Pay Gap	31.8%	-14.7%

## THE PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



## PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND

Quartile	Male	Female
Upper	90%	10%
Upper Middle	93.7%	6.2%
Lower Middle	84.1%	15.9%
Lower	64.9%	34.5%

## COMMENT ON THESE RESULTS

We are pleased to report that our Mean gender pay gap has reduced by 3% since last year and our Median pay gap has improved by 5.3% since last year, as we continue to develop and promote women within our business.

It is also pleasing to report that the number of females in the Upper Quartile of pay has also increased from 7.7% to 10% during the year.

As mentioned at the beginning of this report, historically the railway engineering industry has been a very male dominated one. In order to try to address this Colas Rail is continuing to work hard to attract and support more women into the industry. We hope over the next few years to see some of our current female graduates' progress into Management roles within the business, and as such, this will have a positive effect on our gender pay gap.

Jean-Pierre Bertrand  
CEO, Colas Rail Ltd.

Smita Patel  
HR Director, Colas Rail Ltd.