

Gender Pay Gap Report 2021

Gender Pay Gap Introduction

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

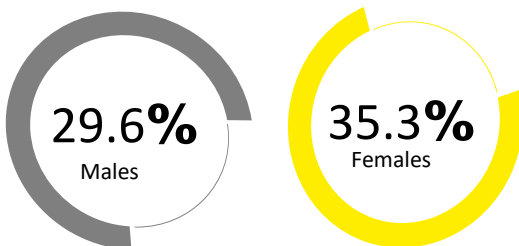
The rail industry has historically been male dominated with many roles falling within engineering and construction disciplines. At the time of reporting (April 2021) 13.5 per cent of our workforce was female and our analysis shows that the proportion generally decreases through the higher pay quartiles. 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	28.8%	22.9%
Gender Bonus Pay Gap	-31.5%	16.1%

The proportion of males and females receiving a bonus payment



Proportion of females and males in each quartile band

Quartile	Male	Female
Upper	90.8%	9.2%
Upper Middle	92.8%	7.2%
Lower Middle	91.2%	8.8%
Lower	70.5%	29.5%

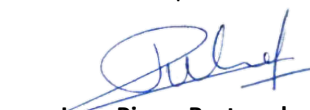
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Our Mean gender pay gap does show an increase of 6% since last year and our Median pay gap has also increased by 3.6% since last year.

The reason behind the increase in our figures is in part a result of having several of our higher paid female staff all on Maternity leave on the reporting date, meaning their salaries were not included in these figures. As our female number of employees is fairly low even a small number of higher paid employees taken out of the calculation will have a large effect in the outcome.

The effect on the above can also be seen in the number of females in the Upper Quartile of pay, which has decreased from 10% to 9.15% during the year. It is pleasing to see that the Upper Middle percentage has increased from 6.2% to 7.23%, as female employees progress through our company.

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 more 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.

