

# GENDER PAY GAP REPORT 2022

## GENDER PAY GAP INTRODUCTION

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

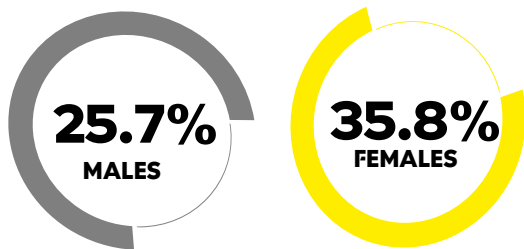
The rail industry has historically been male dominated with many roles falling within engineering and construction disciplines. At the time of reporting (April 2022) 13.5 per cent of our workforce was female and our analysis shows that the proportion generally decreases through the higher pay quartiles. 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	25.06%	19.1%
Gender Bonus Pay Gap	-33.3%	24.4%

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



## PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND

Quartile	Male	Female
Upper	88.3%	11.7%
Upper Middle	92.9%	7.1%
Lower Middle	91.1%	8.9%
Lower	74.5%	25.5%

## COMMENT ON THESE RESULTS

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.

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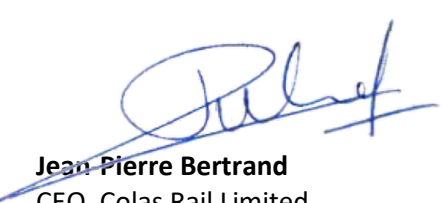
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## COMMENT ON THESE RESULTS (continued)


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 have or will be undertaking the following initiatives to try and improve our position:

- New recruitment branding exercise to target females in delivery roles to apply for our vacancies
- EDI/WE global campaign to encourage diversity within our business generally with a focus on female recruitment and gender bias
- Better links with professional bodies/organisations to encourage female applications in rail e.g. Women in Engineering Society, Women in Rail, Girls Network etc
- Female specific Training Initiatives to support the development and retention of those females in the business including - Colas University Women in Leadership programme and a Female Coaching Programme to develop our talent into key leadership/management roles
- Looking at female specific Apprentice Recruitment events to support their recruitment process into traditionally male dominated site roles.

We also 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.



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**Smita Patel**  
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