



# Colas Rail UK

## Gender Pay Gap Report 2024



### > Gender Distribution

	2023/2024 Percentage	2023/2024 Headcount
<b>Male</b>	86%	1159
<b>Female</b>	14%	189

Colas Rail UK believes in being an inclusive and diverse organisation where anyone can reach their full potential. The rail industry, like many STEM industries, has historically been male dominated with many roles falling within engineering and construction disciplines. At the time of reporting (April 2024) 14% of our workforce were Women.

### > Headline Gender Pay Gap Figures for Colas Rail Ltd

	2023/2024		2022/2023	
	Median	Mean	Median	Mean
<b>Gender Pay Gap</b>	24.5%	14.8%	27.4%	13.6%
<b>Gender Bonus Pay Gap</b>	21.9%	31.3%	-5.0%	22.7%

Our Mean gender pay gap does show an increase of 1.2% since last year and our Median pay gap has improved by 2.9% since 2023. To continue to improve we have been focusing our efforts on recruiting new female talent and supporting and progressing our most talented women to compete successfully for our most senior roles.

### > The Proportion of Males and Females Receiving a Bonus Payment

<b>2023/2024</b>	Male = 24.6%	Female = 37.6%
<b>2022/2023</b>	Male = 24.9%	Female = 35.2%

There is a greater percentage of Women receiving an annual bonus due to a higher number being in managerial positions within HQ functions where there is eligibility for bonuses compared with our operational roles where employees are predominantly male, and these roles don't receive a bonus.

### > Proportion of Males and Females in Each Quartile Band

Quartile	2023/2024		2022/2023	
	Male	Female	Male	Female
<b>Upper</b>	86.7%	13.4%	85.8%	14.2%
<b>Upper Middle</b>	92.9%	7.1%	93.6%	6.4%
<b>Lower Middle</b>	91.1%	8.9%	92.5%	7.5%
<b>Lower</b>	73.3%	26.7%	72.5%	27.5%

In 2024, the quartiles have stayed consistent with the previous year. The small changes are due to reduced headcount in HQ functions (as mentioned above it has a higher % of Women) and there was low recruitment, reducing opportunities to recruit diverse candidates.



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### > Summary

Whilst we understand there is a particular shortage of females in operational roles across the sector due to historical structural issues in the construction and rail industry, we are committed to creating a more inclusive and welcoming workplace culture and a supportive environment where women can succeed and progress. Our key actions below outline the initiatives and changes Colas Rail UK are implementing to ensure the attraction, recruitment and retention of Women.

### > Key Actions


This section highlights the actions we have taken and are planning to implement in the next 12 months to reduce the pay gaps, promote gender equity in our organisation, and to make Colas Rail UK an attractive employer for everyone.

- New recruitment branding exercise to target females and ethnicity in delivery roles to apply for our vacancies including attendance at Women in STEM events, launched our Colas Rail UK Women's Career Days & Women's Work Experience at all levels.
- EDI/WE global campaign to encourage diversity within our business generally with a focus on female recruitment and gender bias.
- Celebrated International Women's Day at an in-person event where all Women in the business were invited.
- Signed a public commitment to fight against everyday sexism by joining the StOpE Initiative alongside other international companies who also believe in changing their business for the better.
- Formalised links with professional bodies/organisations to encourage female applications in rail which included Women in Engineering Society and Women in Rail.
- Launched and ran 3-day management training course for all new managers followed up by coaching opportunities taken up by a significant amount of women that attended.
- 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.
- Launched a Menopause Policy.
- Attended female specific apprentice recruitment events to support their recruitment process into traditionally male dominated site roles.
- Women in Colas UK were nominated to attend a global initiative for Women called Talent Canvas, helping women to gain confidence in their skills and master confidence and assertiveness.

We continue to look for additional initiatives and interventions we can introduce to make Rail a more attractive work environment for women.



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