

RP Gender Pay Gap Report 2017



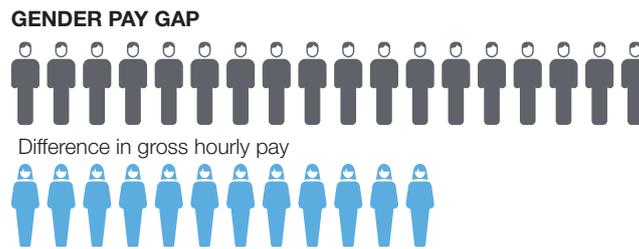
All employers with 250 or more employees are now required by law to publish their gender pay gap each year on their own and the Government's website. Closing the gender pay gap is not only the right thing to do, it's good for business. Research shows that a more diverse and inclusive workforce helps business by bringing new skills, creativity and innovation, sounder decision-making and higher staff satisfaction and retention.

The gender pay gap exists mainly because women tend to work in lower-paid occupations and sectors, and occupy less senior roles. Many women also take time out of the labour market and work part-time and tend towards an unequal sharing of care responsibilities.

The gender pay gap should not be confused with equal pay. Equal pay is the practice of paying men and women equally for performing the same or similar work or work of equal value.



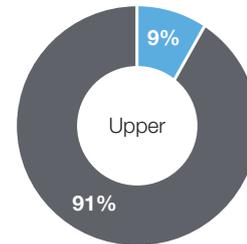
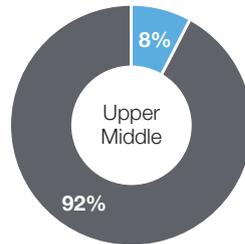
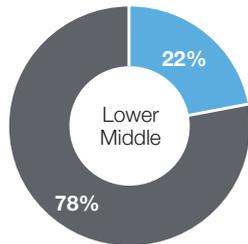
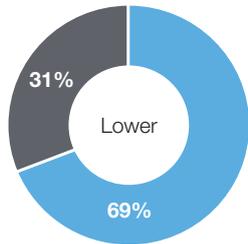
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Nationally, one of the main factors of gender pay gaps are that men tend to hold more senior/technical positions compared to women, within some organisations

Gender Pay Gap Mean/Median/Quartiles

We are required to report on the difference in mean, median and quartiles. This is to provide an indication of how salaries of men and women are spread throughout an organisation. At the snapshot date (April 17) CarillionAmey Ltd workforce comprised of: **Female 27.09% Male 72.91%**



Percentage of male and female in each quartile

Mean gender pay gap by grade in hourly pay (percentage gap from women to men)

Grade	Upper Grade Roles	Upper Middle Grade Roles	Lower Middle Grade Roles	Lower Grade Roles	FM Roles - Electrician/Warehouse/Cleaner
Mean Gender Pay Gap	1%	0.5%	14%	5%	15%

Median gender pay gap by grade in hourly pay (percentage gap from women to men)

Grade	Upper Grade Roles	Upper Middle Grade Roles	Lower Middle Grade Roles	Lower Grade Roles	FM Roles - Electrician/Warehouse/Cleaner
Median Gender Pay Gap	-7%	5%	15%	5.5%	4%

Mean: This is calculated by adding all the men's hourly pay and dividing by the number of men in the organisation. Then adding all the women's hourly pay and dividing by the number of women. Our mean gender pay gap of 38% overall is the gap from women to men.

Median: This is calculated by sorting all the men's hourly pay by amount and selecting the middle amount. Then sorting all the women's hourly pay by amount and selecting the middle amount. Our median gender pay gap of 48% overall is the gap from women to men.

Understanding our gender pay gap

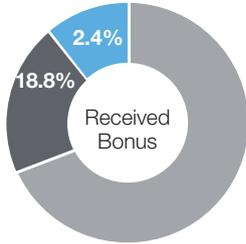
Occupational job roles also plays a part in our gender pay gap. As a facilities management service provider, our experience is that often men or women are over-represented in specific roles. For example 99% of our Mobile Authorised Persons, 96% of our Service Delivery Area Managers and 92% of our Delivery Manager roles are filled by males. These roles require post holders to have Building/Civil Engineering or Electrical/Mechanical Engineering qualifications.

Bonus gender pay gaps

Our bonus scheme is discretionary and operationally reviewed each year. When looking at our bonus gap, it is predominately driven by the fact that there are more men in senior roles as bonuses are paid to those in the

management pay bands. This will also have an impact on hourly gross pay as any bonuses paid in the year of the snapshot date will be added to ordinary pay for calculation purposes.

Proportion of males and females receiving a bonus payment



Mean Bonus Gender Gap



Median Bonus Gender Gap



Closing the gender gap

CarillionAmey Ltd understands how a gender diverse workforce can add value to the organisation. Our aim is to move to a more even gender balance across all 4 quartiles of the business. This move will reduce our gender pay gap.

For further information on gender pay gap please visit <https://www.cipd.co.uk/knowledge/fundamentals/relations/gender-pay-gap-reporting/guide>

We will continue to build on actions and initiatives including:

-  Having robust policies and procedures which are fair and reviewed formally each year
-  Line Managers being trained in our code of ethics to remove any unconscious bias in the recruitment process
-  Helping career development through performance development reviews, personal development plans and professional training
-  Monitor pay through the career path framework and grading structure
-  Support return to work through shared parental leave and flexible working
-  Improving the percentage of women in senior and technical roles through a focus on our talent pipeline and by promoting our people internally

Statement & Declaration

Here at CarillionAmey Ltd, our operations across the Regional Prime contracts provide a diverse range of services. These include planned and response repairs tasks, estate management and grounds maintenance services, professional services and soft services (at MOD Abbey Wood and the United Kingdom Hydrographic Office). There are four Regional Prime contracts, Regional Prime Scotland and Northern Ireland, Regional Prime Central, Regional Prime South East and Regional Prime South West. We also deliver improvement projects in accordance with investment made available by the Defence Infrastructure Organisation.

We employ over 900 staff across the country, in a diverse range of roles, and we're always on the look-out for talented new recruits to join our team, we welcome and encourage applications from everyone particularly those with military connections and value diversity in our workplace.

CarillionAmey Ltd, is committed to attaining a better gender balance, particularly in our senior management and technical roles and regularly review and update our working arrangements and policies to help enable our employees to achieve a better work/life balance. In terms of the bonus gap, we are confident that through our career development framework and grading structure that males and females are paid equally for the equivalent job across the business, whilst acknowledging differences in areas such as TUPE heritage.

I can confirm that this document is accurate and in line with Government Reporting Regulations.



Michael Burgess
HR Director