

# THE GENDER PAY REPORT 2023 GAP



This report refers to VINCI Construction UK Limited

## Introduction

**The transparency and accountability that gender pay gap reporting brings is crucial in driving greater equality in the workplace. We continued to build on the progress made in previous years and outline what action we are taking to close the gender pay gap that exists in VINCI Construction UK Limited.**

To achieve our goal of a genuinely diverse and inclusive workplace we promote everyday inclusion – the behaviours that we can demonstrate every day to help to ensure everybody feels respected, valued and able to contribute. This will continue to create a culture where all of our colleagues can be themselves and feel empowered to succeed; this is critical if we are to attract and retain the best talent and deliver a successful business.

The data in this report is reflective of a moment in time, specifically a snap shot date of the 5<sup>th</sup> April 2023. We acknowledge that there is still much more work to be done and our journey continues.

## What is the Gender Pay Gap at VINCI Construction UK Limited?

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay i.e. women and men receiving the same pay for the same role.

The gender pay gap takes into account all roles at all levels of the organisation, rather than comparing pay received by women and

men performing the same roles. We regularly review and analyse our employee pay to ensure men and women are treated equally when performing the same role. We are therefore confident that we do not have equal pay issues. Instead, our gender pay and bonus gaps reflect our organisational structure.

These calculations are not perfect, because different jobs pay differently and the number of men and women performing these jobs varies, this is why a gender pay gap exists. However, these calculations are an indication of inequalities in areas such as access to work, progression and rewards, essentially who works in which job.

# THE GENDER PAY closing it together GAP

Across **3495** of relevant employees  
the gender balance is



**68.64%**



**31.36%**

## How have these numbers changed since the 2022 statistics?

While the gender pay and bonus gaps for VINCI Construction UK Limited are larger than we would like, we have seen improvements across most of the metrics in 2023.

Positively, there has been a further reduction of 0.19% in the mean gender pay gap, demonstrating that our gender pay gap has once again reduced in 2023.

Seven years ago, our mean gender pay gap was reported as 46.46%, and in 2023 it sat at 35.81% a reduction of 10.65% overall. This improvement is attributed to working hard on achieving an average increase in female representation at our senior levels over the past six years.

Our gender pay and bonus gaps reflect our organisational structure. We have proportionately more women employed in lower skilled roles such as cleaning and clerical roles, where pay is lower, and proportionately more men in our higher skilled roles and senior leadership roles, such as Project Directors, Commercial leads and Engineers.

Almost the entire gender pay gap is attributable to this organisational profile. Our 2023 median pay gap is 41.10% compared to 43.10% in 2022.

The median male pay rate for 2023 is £20.68 (£20.28 in 2022), compared to the median female pay rate of £12.18 in 2023 (£11.54 in 2022).

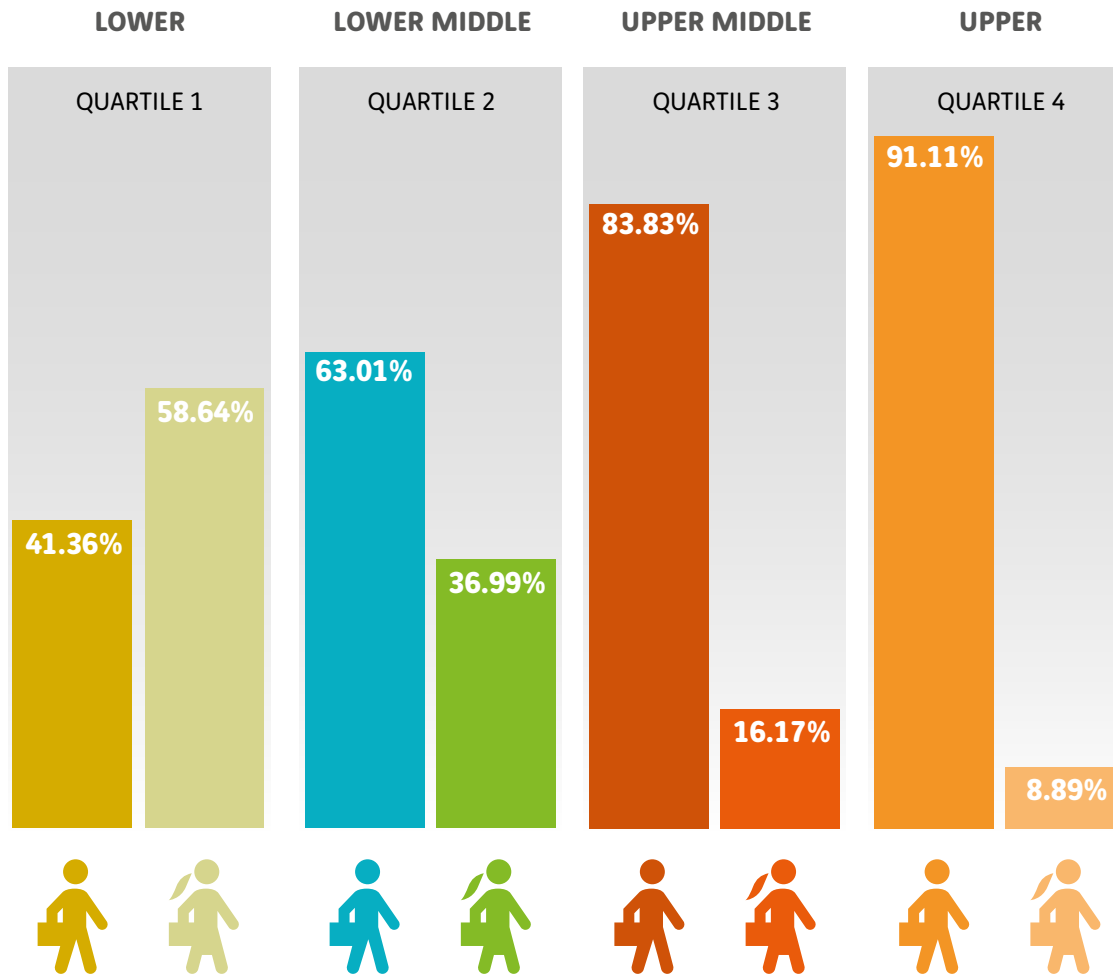
Whilst there is a mean bonus pay gap of 63.60%, this is a reduction of 13.32% compared to 2022.

The median bonus pay gap has increased to 83.33%, compared to no gap (0.00%) in 2021 and 2022.

**Women in Leadership Roles:** This skills divide is sadly still systemic in the UK workforce, however, we also recognise that we haven't made as much progress as we would like with women being represented in leadership roles, which results in a gender imbalance in senior positions, a trend observed in many UK businesses. Indeed, women are underrepresented in the three highest quartiles.



### PAY PER QUARTILE %



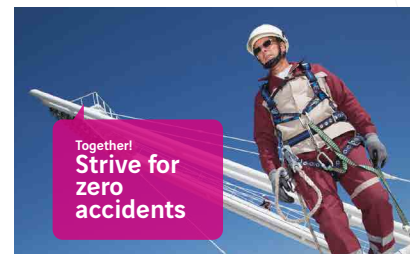
### GENDER PAY GAP REPORT 2023

<b>Women's hourly rate is:</b>	35.81% Lower (mean)	
	41.10% Lower (median)	
	<b>Men</b>	<b>Women</b>
<b>Upper quartile:</b>	91.11%	8.89%
<b>Upper middle quartile:</b>	83.83%	16.17%
<b>Lower middle quartile:</b>	63.01%	36.99%
<b>Lower quartile:</b>	41.36%	58.64%
<b>Women's bonus pay is:</b>	63.60% Lower (mean)	
	83.33% Lower (median)	
<b>Who received bonus pay:</b>	Men 20.43%	
	Women 10.31%	

## VINCI Manifesto

The VINCI Manifesto, Code of Conduct and Ethics and the Anti-Corruption Code serve as a reminder that belonging to the VINCI Group involves more than just strict adherence to applicable laws and regulations.

The codes set out the principles of business ethics that guide our conduct and states VINCI's expectation that we all demonstrate exemplary conduct based on transparency, integrity, fairness and respect.

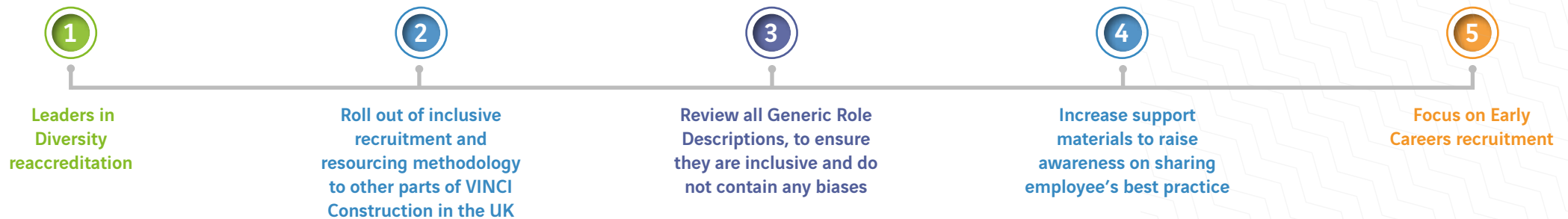


# TAKING ACTION

## WHAT WE ACHIEVED IN 2023...



## WHAT 2024 WILL BRING...



## Tackling the Gap from the Top

As a leadership team, we are pleased that elements of our gender pay gap figures continue to move in the right direction, however, we still have much to do to improve gender parity. We need to ensure more opportunities exist for female talent to join VINCI Construction UK Limited and to have a fulfilled sustainable career with us.

At VINCI Construction UK Limited we know that a diverse team creates a stronger, more dynamic business, which makes us a more attractive and sustainable employer. We want to create an environment where everyone feels like they belong, can be themselves and know their voice will be heard. This is not something that can be easily achieved within a single reporting cycle, but we are committed to long-term sustainable change.

We want to make sure that everyone at VINCI Construction UK Limited feels supported to grow, develop and thrive. We also firmly believe that this continued focus starts at the top and therefore all of our Leadership Team have signed this report to demonstrate their shared commitment.

We are not afraid to challenge our preconceptions of how we work and our established ways of thinking. We see this as critical in enabling us to understand what our customers want and expect from us, and to better represent the communities we serve.

We are also realistic about the challenges we face and the historical composition of the industries we operate in. We are committed to understanding the root causes of issues, finding solutions that are both practical and beneficial to employees and being transparent.



**SCOTT WARDROP**  
Chief Executive



**JOHN ROBERTS**  
Managing Director  
VINCI Building



**PAUL COTTAM**  
Managing Director  
VINCI Facilities



**PHIL SKEGG**  
Managing Director  
Taylor Woodrow



**DAVE CAMPBELL**  
HSE Director



**THERESE STEVENSON**  
Human Resources Director



**SIMON FOSTER**  
General Counsel



**ANDREW BROWN**  
Communications  
& PR Director



**Yogesh Patel**  
Quality, Improvement &  
Innovation Director



**Andrew Thomsett**  
Fleet & Plant Director



**XAVIER LANSADE**  
Chief Finance Officer

# THE GENDER PAY closing it together GAP

We're tackling the gap, **top down** by changing people's attitudes through better dialogue, strong leadership and changing our behaviours

..and **bottom up**, through working groups that are owned, managed and controlled by our people working to a shared vision with a clear escalation route to our leaders.



## THE GENDER PAY GAP



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