

# Gender Pay Gap Report 2017

Under new laws, Colas Limited as an employer with 250 or more employees, is required to publish an annual gender pay gap report showing any differences in pay between male and female employees. The report is based on pay data as at 5th April 2017.

## Gender Pay Gap

	Mean	Median
Colas Gender Pay Gap	3.9%	0.2%
National Gender Pay Gap	17.4%*	18.4%*

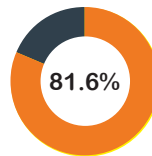
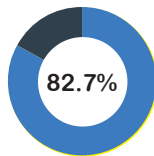
The Colas gender pay gap is significantly lower than the national average.

## Gender Bonus Gap

	Mean	Median
Colas Gender Bonus Gap	59.0%	40.4%
National Gender Bonus Gap	71.0%*	44.1%*

The mean gender bonus gap and the median gender bonus gap for Colas reflect the higher proportion of male employees in senior management positions that attract higher bonus payments, in addition to incentive/bonus payments received by our predominantly male operative workforce.

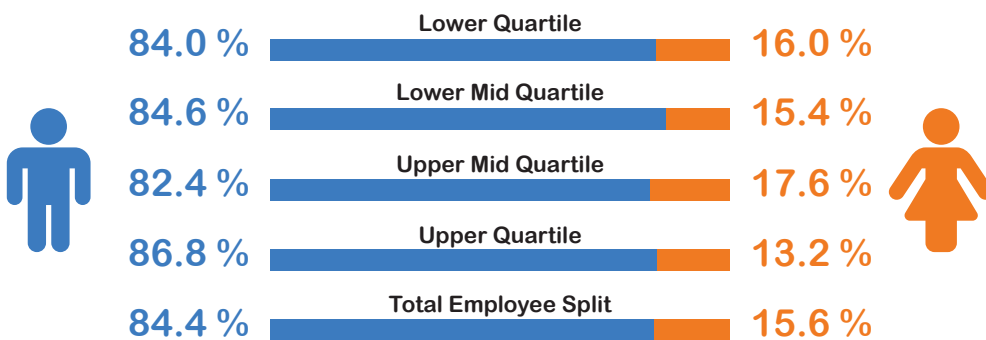
The proportion of male employees receiving a bonus



The proportion of female employees receiving a bonus

## Pay Quartiles

The proportion of males and females in each quartile pay band is as follows:



There is a relatively consistent split of males and females within each of the quartiles reflective of the predominantly male dominated sector in which we work. The percentage of females in the upper quartile is slightly lower reflecting the fewer number of women in senior management positions.

## Summary

Colas Limited, like many other organisations within the construction sector, has a high proportion of males employed. We are therefore pleased that our gender pay gap compares favourably with that of other organisations.

Colas recognises the need to build more female capability at all levels, and in particular at senior level. We are currently taking action to attract more women into the organisation through our recruitment practices, inspiring more females to work in the sector through our engagement with local schools and colleges and promoting a diverse and inclusive culture.

\* source: Annual Survey of Hours and Earnings (ASHE) 2017