

# Gender Pay Gap Report 2018

Colas Limited as an employer with 250 employees or more 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 2018.

## Gender Pay Gap

	Mean	Median
Colas Gender Pay Gap	12.4%	10.4%
National Gender Pay Gap	17.4%*	18.4%*

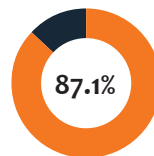
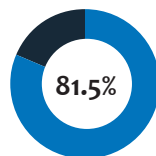
The Colas gender pay gap is significantly lower than the national average.

## Gender Bonus Gap

	Mean	Median
Colas Gender Bonus Gap	59.4%	40.9%
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.

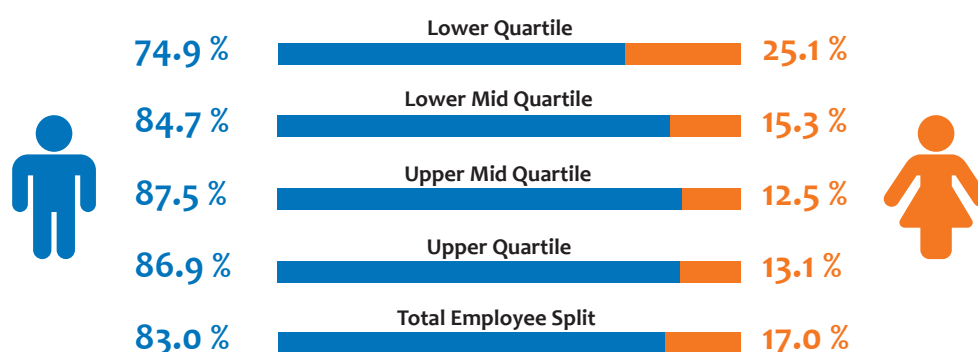
The proportion of male employees receiving a bonus



The proportion of female employees receiving a bonus

## Pay Quartiles

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



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Summary

At 12.4% the mean gender pay gap for Colas Limited is below the national statistics (ASHE 2017).

Colas Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

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

## **What is Colas doing to address its gender pay gap?**

While Colas' gender pay gap compares favourably with that of organisations both across the whole UK economy and within the construction sector, this is not a subject about which we are complacent, and therefore we continue to be committed to doing everything we can to reduce the gap.

To date, the steps we have taken to promote gender diversity in all areas of our workforce include the following:

- We continually review our recruitment practices to ensure there are no unconscious barriers and that we are attracting women into the company.
- We engage with local schools and colleges to promote the sector and break down stereotypical barriers at an educational level.
- We continue to monitor gender equality through our Company Performance Indicators such as:
  - » The percentage of females in the business
  - » The percentage of females in senior positions
  - » Gender pay gap
- We are committed to raising awareness internally of gender equality through internal communications campaigns.

In the coming year we are looking to provide HR Masterclasses on the importance of gender equality in addition to taking actions to increase the number of flexible working options available for employees.

We recognise that it may be several years before some initiatives can have a significant impact however in the meantime, Colas is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.