

Gender Pay Gap Report 2019

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 2019.

Gender Pay Gap

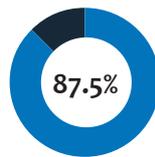
	Mean	Median
Colas Gender Pay Gap	9.3%	9.2%
National Gender Pay Gap	16.2%*	17.3%*

Gender Bonus Gap

	Mean	Median
Colas Gender Bonus Gap	64.7%	40.8%
National Gender Bonus Gap	67.9%*	40.3%*

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

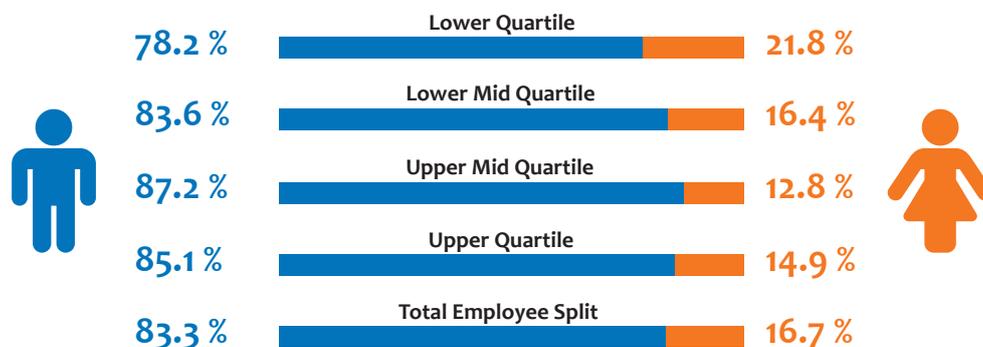
The proportion of male employees receiving a bonus



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 9.3% the mean gender pay gap at Colas Limited is significantly below the national statistics, and significantly below the figure for organisations in the same industry.

A higher bonus gap than pay gap is typical in the sector. This is due to more males in senior roles and predominantly male operatives receiving bonus and incentive payments.

Compared to last year the mean gender pay gap at Colas Limited has decreased by 3.1 percentage points (2018: 12.4%).

Compared to last year the median gender pay gap at Colas Limited has decreased by 1.2 percentage points (2018: 10.4%).

* source: Annual Survey of Hours and Earnings (ASHE) 2019

What is Colas doing to address its gender pay gap?

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).

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 its 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.
- We have and will continue to internally and externally benchmark all roles to ensure fair rates of pay regardless of gender.
- We have increased flexible working options for existing roles and new vacancies.

In the coming year we will be continuing with our internal campaigns, reviewing our recruitment practices and increasing the number of flexible working options available for employees.

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.

Any further initiatives launched throughout the year will be communicated.