

Gender pay gap report 2021

Contents

| | |
|--|----|
| Introduction | 1 |
| How are we addressing the gender pay gap? | 2 |
| Gender pay gap explained | 3 |
| VolkerWessels UK gender pay gap results 2021 | 4 |
| VolkerFitzpatrick | 6 |
| VolkerRail | 7 |
| VolkerStevin | 8 |
| VolkerHighways | 9 |
| VolkerLaser | 10 |
| VolkerServices | 11 |
| Statutory reporting | 12 |

Introduction

At VolkerWessels UK we are proud of our inclusive culture. We are determined that our business continues to be one where everyone feels included and valued.

Gender is an important aspect of our equality, diversity and inclusion strategy, and we are fully committed to improving the employee gender balance within our business, and our industry as a whole.

This year's gender pay gap report shows that we have made good progress in this area, and in particular in the proportion of female employees in our higher pay quartiles - although there is still work to do. We must continue our commitment to our range of initiatives around recruitment, agile working, education and mentoring to ensure we are able to attract, develop and retain women in our business, supporting them and giving them the opportunity to thrive.

The improving trend of our gender pay gap results demonstrates the impact of our work so far on promoting equality, diversity and inclusion at all levels of our business, our platinum membership of organisations like Women into Construction and our enhanced schools' engagement programme.

Our 2021 data shows that our mean and median gender pay gap figures have increased by 1.7% and 0.8% respectively in the year; a slight increase that reflects some of the measures taken in April 2020 in response to the COVID-19 pandemic. However, it is encouraging that we have seen a positive trend since 2018, and are continuing to make progress in reducing our gender pay gap.

As CEO of a firmly 'people first' business, I am immensely proud of the work we have done to date, not just in relation to gender pay, but in the wider context of equality, diversity and inclusion. I am personally committed to addressing the EDI challenge in our sector with the support of VolkerWessels UK's leadership team and our industry peers.

Alan Robertson
CEO - VolkerWessels UK



How are we addressing the gender pay gap?

The boards of VolkerWessels UK and its businesses take ultimate accountability for achieving our vision of true inclusion. We are proud of our achievements to date but understand that we have a long way to go to achieve our ambitious gender pay gap goals.

We are pleased that we have seen a closing of our mean and median pay gaps, since 2018, together with an increase in female representation in our top two pay quartiles, and a 25% increase in the proportion of women receiving a bonus.

Despite this progress, we acknowledge that there is more we can do to reduce the gender pay gap, and to continue to improve diversity and representation in our sector. As a result, over the past 12 months we have taken a number of actions aimed at improving our gender pay gap, including:

| The launch of: | A focus on: | Partnering with: | A commitment to: | Development of: | Investment in: |
|--|---|---|---|--|--|
| A refreshed equality, diversity and inclusion (EDI) strategy which encourages employees at all levels to understand more about EDI and how they can support an inclusive culture | Improving diversity at an operational level, recognising that improved representation on our sites is critical in addressing gender pay | Industry organisations such as Women into Construction, to support the promotion of gender equality in our sector | Introduce a returners' programme, focused on women returning to work after a period of absence to help improve representation | Our network of EDI Champions across all areas and levels of our business | The number of females undertaking apprenticeship and graduate trainee programmes |


In 2022, we will continue to deliver these activities, and will also focus on:

| Investing in: | Supporting our: | Embedding: | Enabling: | Introduction of: |
|--|--|--|--|---|
| Training and development, especially for our operational teams, to ensure we have a strong female talent pipeline for the future | People to achieve their career goals, while effectively balancing their personal and working lives. This approach will include clear career paths across our disciplines | An inclusive culture across the business, through continued education and by creating positive experiences for a diverse workforce | Employee networks, supporting a range of under-represented employee groups | An enhanced schools' engagement programme, aimed at promoting opportunities in our industry |

We will continue to monitor, report, and seek to better understand the challenges that face our sector when it comes to recruiting, developing and retaining women, so that we can address those issues and make a difference for our industry.

Paul McCreath
Group HR director



 Statutory declaration: I confirm that the data and information presented in this report is accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Gender pay gap explained

The Equality Act 2010 Regulations 2017 require any UK organisation employing 250 or more employees to publicly report its gender pay gap. The gender pay gap is the difference in the average earnings between all men and women in an organisation, regardless of the roles they undertake. A gender pay gap is different from equal pay. This is about a man and a woman receiving equal pay for the same or similar job.

Median calculation

The median gender pay is calculated by looking at the hourly pay for women and men from lowest to highest and comparing the average for the middle male and female employee in the range.

Mean calculation

The mean is calculated by adding up the wages of all relevant employees of each gender and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

VolkerWessels UK gender pay gap results 2021

The gender pay gap figures in this report are calculated using the snapshot date of 5 April 2021 and summarises the key results for the UK group and by business unit.

This means figures included are from payments processed either on 9 April 2021 for weekly employees, or 25 April 2021 for those paid monthly.

VolkerWessels UK employed 3,401 employees at the snapshot date. Of this population 79.9% are male and 20.1% are female. There were 17 employees on furlough at the snapshot date and these have been excluded from gender pay gap calculations (190 furloughed employees were excluded last year).

| | 2018 | 2019 | 2020 | 2021 |
|---|-------|-------|-------|-------|
| Mean gender pay gap | 29.1% | 25.1% | 22.3% | 24.0% |
| Median gender pay gap | 31.4% | 29.0% | 26.4% | 27.2% |
| Mean bonus gender pay gap | 42.0% | 41.1% | 47.7% | 46.3% |
| Median bonus gender pay gap | 68.4% | 56.9% | 56.5% | 46.5% |
| Proportion of males receiving a bonus | 43.7% | 42.9% | 45.5% | 46.5% |
| Proportion of females receiving a bonus | 32.4% | 31.2% | 35.0% | 40.4% |

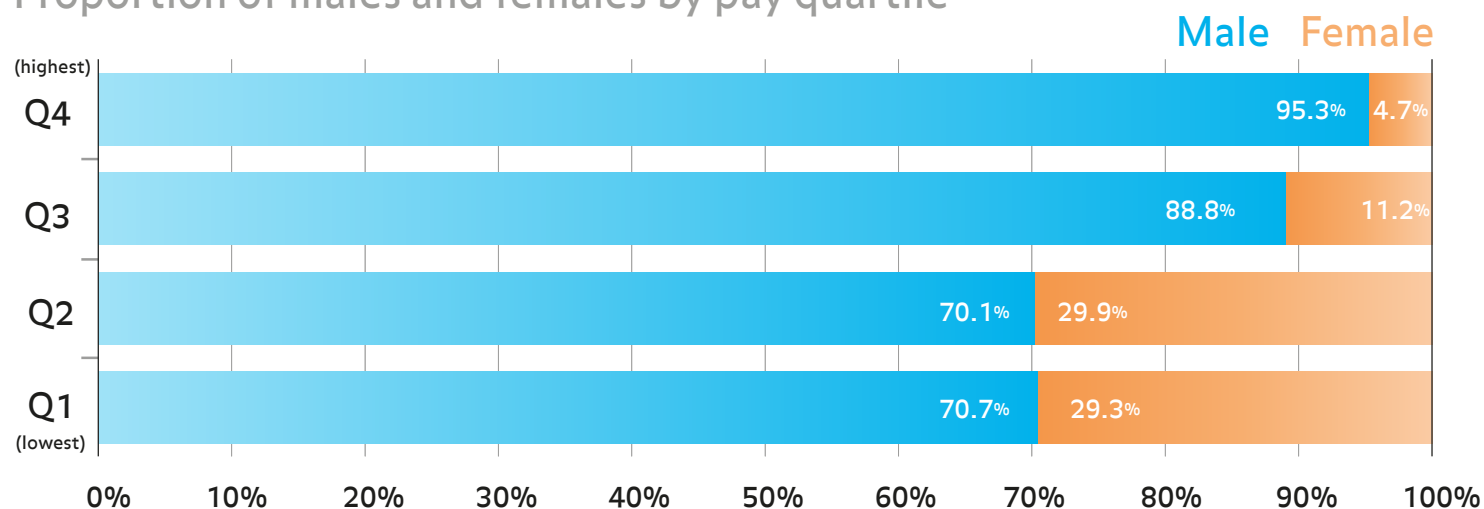
Distribution of VolkerWessels UK employees by pay quartile

Male
Female



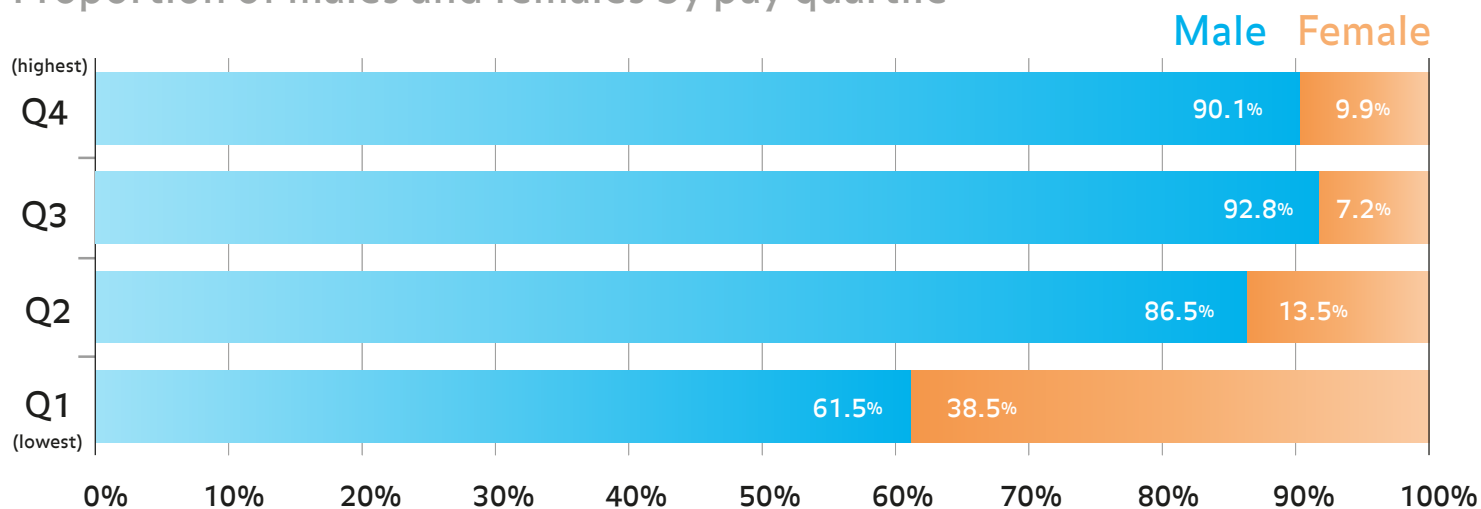
| | 2019 | 2020 | 2021 |
|---|-------|-------|-------|
| Mean gender pay gap | 32.1% | 26.6% | 29.3% |
| Median gender pay gap | 35.1% | 32.3% | 33.0% |
| Mean bonus gender pay gap | 42.7% | 41.8% | 45.0% |
| Median bonus gender pay gap | 60.0% | 65.0% | 53.7% |
| Proportion of males receiving a bonus | 39.5% | 44.7% | 48.4% |
| Proportion of females receiving a bonus | 17.0% | 16.5% | 20.8% |

Proportion of males and females by pay quartile



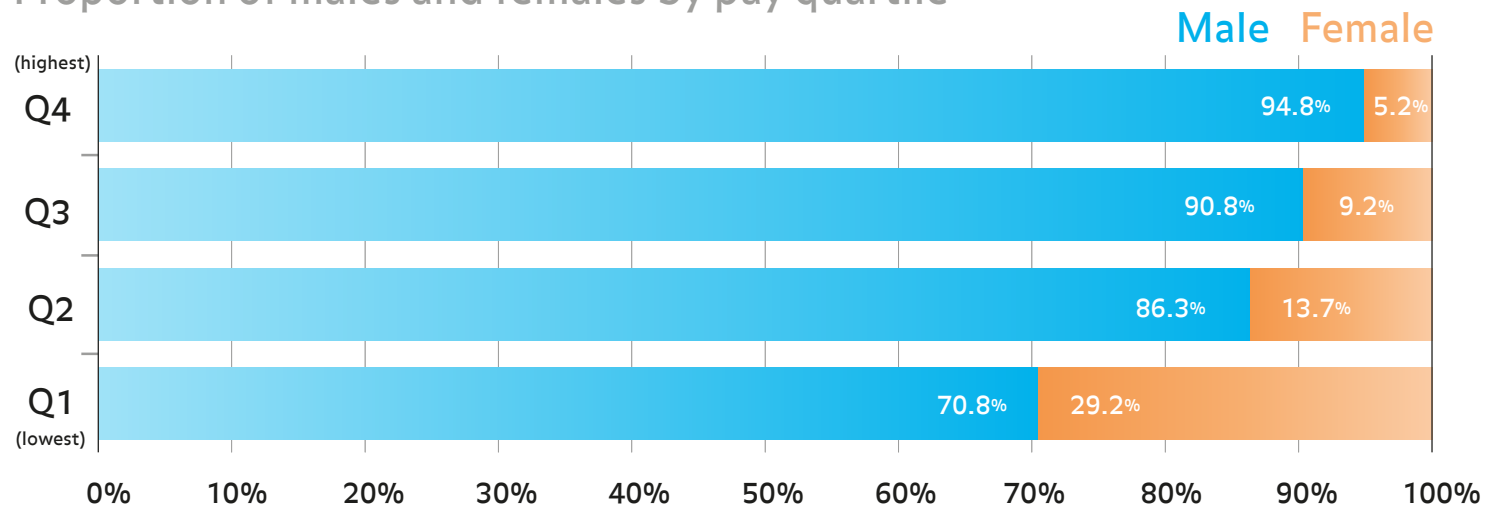
| | 2019 | 2020 | 2021 |
|---|-------|-------|-------|
| Mean gender pay gap | 28.7% | 27.0% | 25.7% |
| Median gender pay gap | 33.1% | 32.7% | 30.1% |
| Mean bonus gender pay gap | 55.7% | 44.2% | 54.4% |
| Median bonus gender pay gap | 41.3% | 40.0% | 42.1% |
| Proportion of males receiving a bonus | 69.4% | 66.8% | 69.1% |
| Proportion of females receiving a bonus | 69.1% | 68.1% | 74.2% |

Proportion of males and females by pay quartile



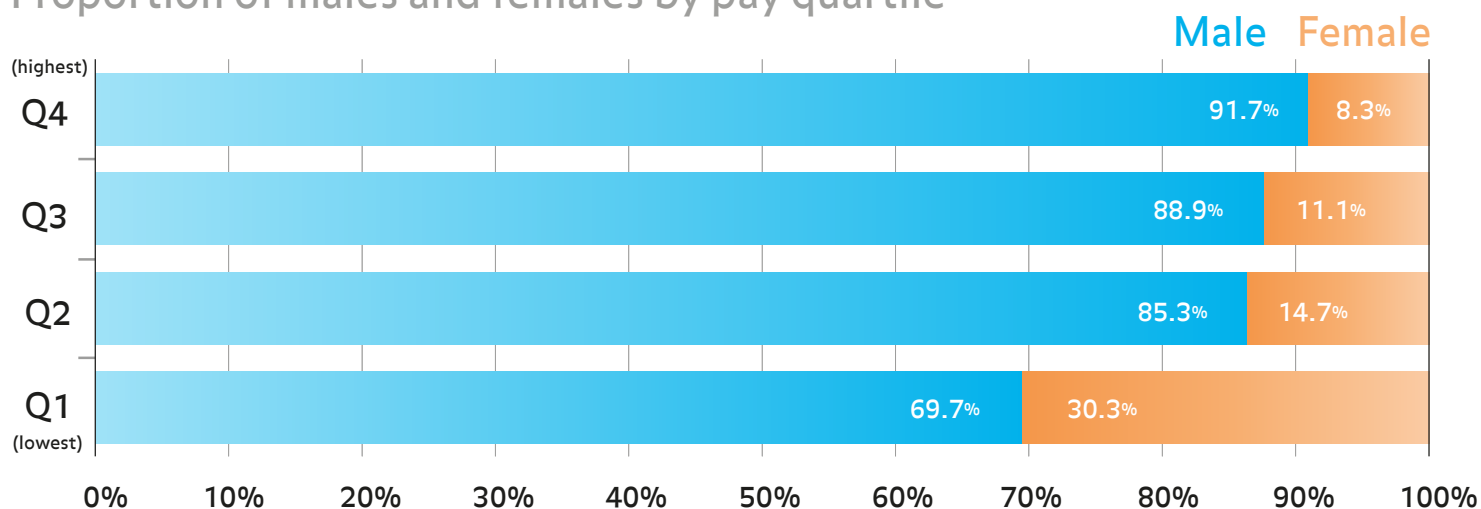
| | 2019 | 2020 | 2021 |
|---|--------|-------|-------|
| Mean gender pay gap | 23.4% | 19.1% | 26.0% |
| Median gender pay gap | 24.6% | 22.4% | 30.1% |
| Mean bonus gender pay gap | -11.0% | 39.9% | 34.5% |
| Median bonus gender pay gap | 6.3% | 12.5% | 0.0% |
| Proportion of males receiving a bonus | 22.6% | 28.7% | 23.3% |
| Proportion of females receiving a bonus | 11.4% | 10.8% | 9.7% |

Proportion of males and females by pay quartile



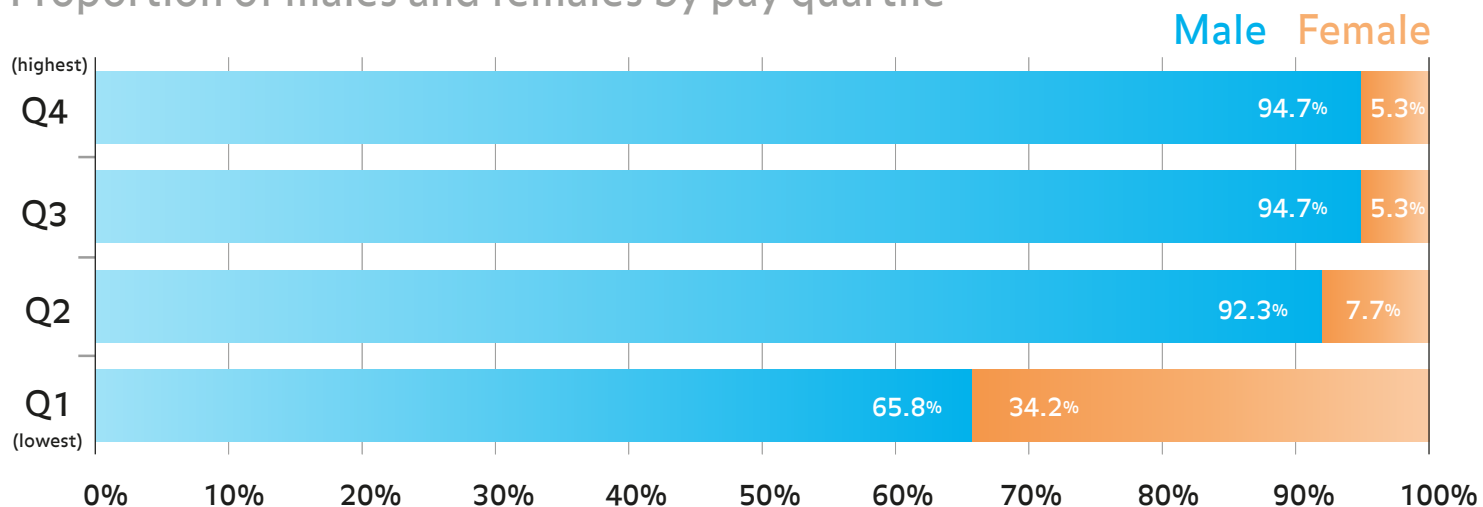
| | 2019 | 2020 | 2021 |
|---|-------|-------|-------|
| Mean gender pay gap | 22.8% | 22.4% | 21.5% |
| Median gender pay gap | 20.2% | 24.6% | 22.5% |
| Mean bonus gender pay gap | 74.7% | 74.2% | 86.6% |
| Median bonus gender pay gap | 70.0% | 60.0% | 75.0% |
| Proportion of males receiving a bonus | 16.1% | 18.2% | 15.2% |
| Proportion of females receiving a bonus | 14.0% | 16.4% | 16.7% |

Proportion of males and females by pay quartile



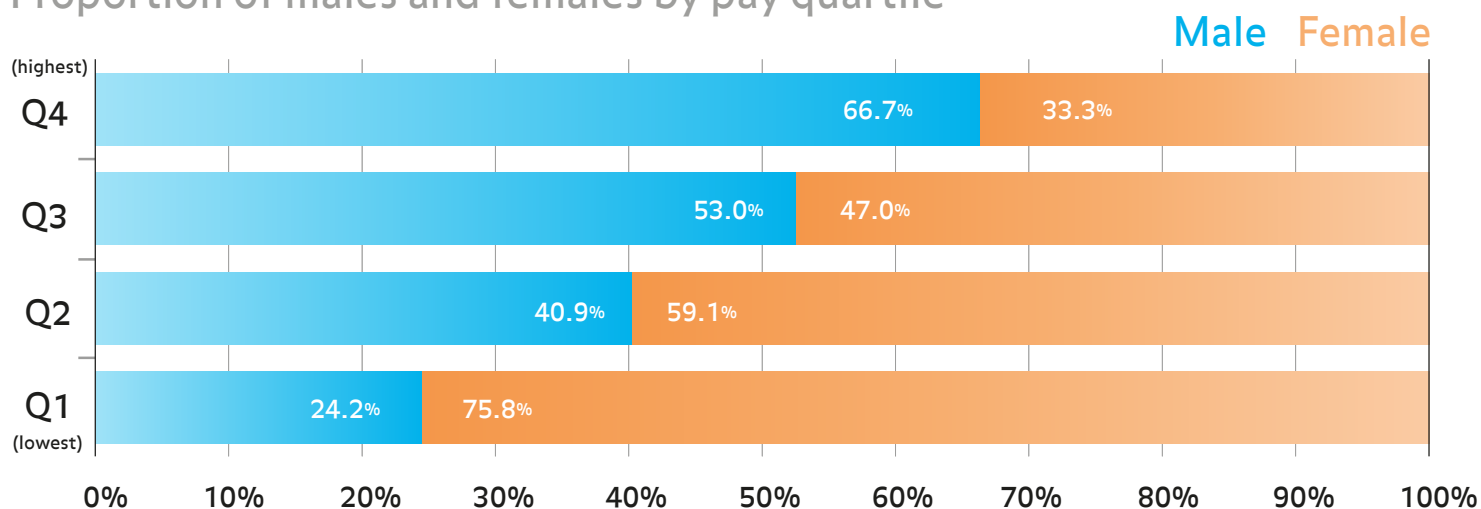
| | 2019 | 2020 | 2021 |
|---|-------|-------|-------|
| Mean gender pay gap | 36.4% | 33.4% | 37.1% |
| Median gender pay gap | 41.3% | 31.0% | 32.8% |
| Mean bonus gender pay gap | 70.9% | 73.7% | 86.4% |
| Median bonus gender pay gap | 27.9% | 55.2% | 61.3% |
| Proportion of males receiving a bonus | 66.1% | 71.8% | 60.4% |
| Proportion of females receiving a bonus | 35.3% | 40.0% | 15.0% |

Proportion of males and females by pay quartile



| | 2019 | 2020 | 2021 |
|---|-------|-------|-------|
| Mean gender pay gap | 40.5% | 32.5% | 38.7% |
| Median gender pay gap | 38.9% | 33.3% | 31.0% |
| Mean bonus gender pay gap | 70.4% | 75.9% | 68.7% |
| Median bonus gender pay gap | 75.0% | 77.8% | 59.8% |
| Proportion of males receiving a bonus | 28.2% | 36.8% | 34.1% |
| Proportion of females receiving a bonus | 25.0% | 40.8% | 25.7% |

Proportion of males and females by pay quartile



Statutory reporting

| | Mean gender pay gap | Median gender pay gap | Mean gender bonus gap | Median gender bonus gap | Proportion of men receiving bonus | Proportion of women receiving bonus |
|--------------------------------------|---------------------|-----------------------|-----------------------|-------------------------|-----------------------------------|-------------------------------------|
| VolkerFitzpatrick Ltd | 29.3% | 33.0% | 45.0% | 53.7% | 48.4% | 20.8% |
| VolkerHighways Ltd | 21.5% | 22.5% | 86.6% | 75.0% | 15.2% | 16.7% |
| VolkerStevin Infrastructure Ltd | 26.0% | 30.1% | 34.5% | 0.0% | 23.3% | 9.7% |
| VolkerStevin Ltd | 24.3% | 31.8% | 37.8% | -11.1% | 24.9% | 11.8% |
| VolkerServices Ltd | 38.7% | 31.0% | 68.7% | 59.8% | 34.1% | 25.7% |
| VolkerWessels Ltd | 23.8% | 25.5% | 38.2% | 55.6% | 41.4% | 29.8% |
| VolkerWessels UK Ltd | 24.0% | 27.2% | 46.3% | 46.5% | 46.5% | 40.4% |
| VolkerRail Group Ltd | 25.7% | 30.1% | 54.4% | 42.1% | 69.1% | 74.2% |
| VolkerRail Ltd | 27.1% | 30.3% | 60.6% | 38.0% | 69.2% | 71.0% |
| VolkerRail Specialist Businesses Ltd | 26.5% | 28.6% | 57.3% | 45.8% | 69.0% | 78.9% |

Proportion of men and women by pay quartile

| | Lower quartile | | Lower middle quartile | | Upper middle quartile | | Upper quartile | |
|--------------------------------------|----------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| VolkerFitzpatrick Ltd | 70.7% | 29.3% | 70.1% | 29.9% | 88.8% | 11.2% | 95.3% | 4.7% |
| VolkerHighways Ltd | 69.7% | 30.3% | 85.3% | 14.7% | 88.9% | 11.1% | 91.7% | 8.3% |
| VolkerStevin Infrastructure Ltd | 70.8% | 29.2% | 86.3% | 13.7% | 90.8% | 9.2% | 94.8% | 5.2% |
| VolkerStevin Ltd | 69.8% | 30.2% | 85.2% | 14.8% | 90.4% | 9.6% | 93.1% | 6.9% |
| VolkerServices Ltd | 24.2% | 75.8% | 40.9% | 59.1% | 53.0% | 47.0% | 66.7% | 33.3% |
| VolkerWessels Ltd | 67.0% | 33.0% | 71.3% | 28.7% | 81.5% | 18.5% | 88.3% | 11.7% |
| VolkerWessels UK Ltd | 64.5% | 35.5% | 80.0% | 20.0% | 87.0% | 13.0% | 89.8% | 10.2% |
| VolkerRail Group Ltd | 61.5% | 38.5% | 86.5% | 13.5% | 92.8% | 7.2% | 90.1% | 9.9% |
| VolkerRail Ltd | 47.7% | 52.3% | 83.8% | 16.2% | 90.0% | 10.0% | 83.6% | 16.4% |
| VolkerRail Specialist Businesses Ltd | 73.9% | 26.1% | 86.5% | 13.5% | 95.7% | 4.3% | 94.4% | 5.6% |

Note: VolkerLaser have less than 250 employees at the snapshot date, therefore in compliance with gender pay gap regulations we are not required to publish their results.

