



 **VolkerWessels UK**

Gender pay gap report 2023

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Introduction

2023 was a significant year in our ongoing commitment to ensuring we have an open and inclusive culture across VolkerWessels UK.

We launched a new 'Respect' campaign as a key pillar to the delivery of our Fairness, Inclusion and Respect (FIR) strategy, and I was delighted to see our key message of respecting our colleagues being shared in all areas of our business. It was particularly satisfying to see our sites working with our supply chain partners to make sure everyone involved in the delivery of our projects understands their contribution to creating a positive environment that is welcoming to all.

Our approach to FIR was recognised in the National Centre for Diversity FREDIE awards, where we were placed 5th in their Most Inclusive Employers Top 100. This was the result of the whole business embracing the importance of a fair and diverse workplace, and was another milestone on our way to achieving 'Leaders in Diversity' status in 2025.

As a business we remain committed to attracting and supporting the best talent in our industry. An important part of this strategy is to demonstrate how we can offer a positive environment for females working in our industry, and we have recently enhanced our family policies with a significant increase in our maternity pay arrangements. In addition, we have introduced a number of initiatives to support the development and progression of females in our business. Details of these can be found on the next page.

I recognise that we still have work to do to close our gender pay gap and to see a greater female representation at all levels of our business, but I believe we are on the right track and have created an environment where anyone can flourish and enjoy a fulfilling career with VolkerWessels UK.

Richard Offord
CEO



How are we addressing the gender pay gap?

A balanced and diverse workforce is key to any successful business, and we acknowledge that there is still an under-representation of female employees generally across our sector.

There is more to changing this situation than just attracting more diverse candidates through our recruitment activity, although this is still important. It also requires us to have a culture and support framework that empowers individuals and ensures that under-represented groups feel included and want to stay and develop their careers both with VolkerWessels UK, and within our industry.

We launched our refreshed 'Fairness Inclusion Respect' strategy last year to ensure we don't just talk about the challenges we face but proactively address the situation to make a difference.

This is why over the past year we have introduced a range of measures to address the imbalance in our female representation, such as:

- // A six month female mentoring programme specifically targeted at supporting the growth and development of female -only cohorts
- // The EMPOWER programme, piloted in 2023, which is delivered by a specialist partner to help women develop their career in our sector
- // Creation of our 'Women in Construction' focus group, with both male and female members representing all business areas. This group explores and discusses ideas and activities that can support the development of female employees, and develop proposals for business approval.

By continuously focusing on improving representation across our workforce, and offering opportunities for everyone to fulfil their potential at every level, we are confident that we will continue to be a diverse and successful business.

Paul McCreath
Group People 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.

Empowering women and embedding an inclusive culture

“

Elizabeth Brown
Surveyor

“Ever since joining the female mentoring programme in September, it has been great to meet up with other women in construction and open up the conversation about how we can support each other as we progress in our careers. It is often the case that you are the only female on a project, so it is great to have the opportunity to hear from other women who work in diverse roles within our business. I think this is a great programme set up by VolkerFitzpatrick and I hope it continues to benefit future cohorts.”

“

Michele Rodericks
Environmental Manager

“The VolkerFitzpatrick Female Mentoring programme has introduced senior members of female staff to younger women across the business with the aim to expand their network and provide support across a range of different roles. Positive outcomes are, it has provided career pathway information, highlighted the range of VFL projects undertaken and showcased effective use of soft skills i.e. spoken communication.”

“

Abigail Elsdon
Stakeholder and Social Values Coordinator

“I have really enjoyed being part of the female mentoring programme. Not being from a construction background previously, I have found it extremely useful to understand more about the different roles across VolkerFitzpatrick and visiting other projects has helped to further my knowledge of our industry. It has been really beneficial to meet other females working for VolkerFitzpatrick and knowing I can reach out to my mentor at any time (even after the programme finishes) if I need her support or guidance.”

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 (measured using the mean and median) between all men and women in an organisation, regardless of the roles they undertake. Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women performing work of equal value.

Median calculation

The median is the figure that falls in the middle of a range, when the wages of all relevant employees are lined up from smallest to largest. The median gender pay gap is calculated based on the difference between the middle employee in the range of male wages and the middle employee in the range of female employees.

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 of each gender. 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 2023

The gender pay gap figures in this report are calculated using the snapshot date of 5th April 2023. This means figures included are from payments processed either on 7th April 2023 for weekly employees, or 25th April 2023 for those paid monthly.

VolkerWessels UK employed 3,838 employees at the snapshot date. Of this population 79.4% are male and 20.6% are female (2022 Male: 79.9% Female: 20.1%).

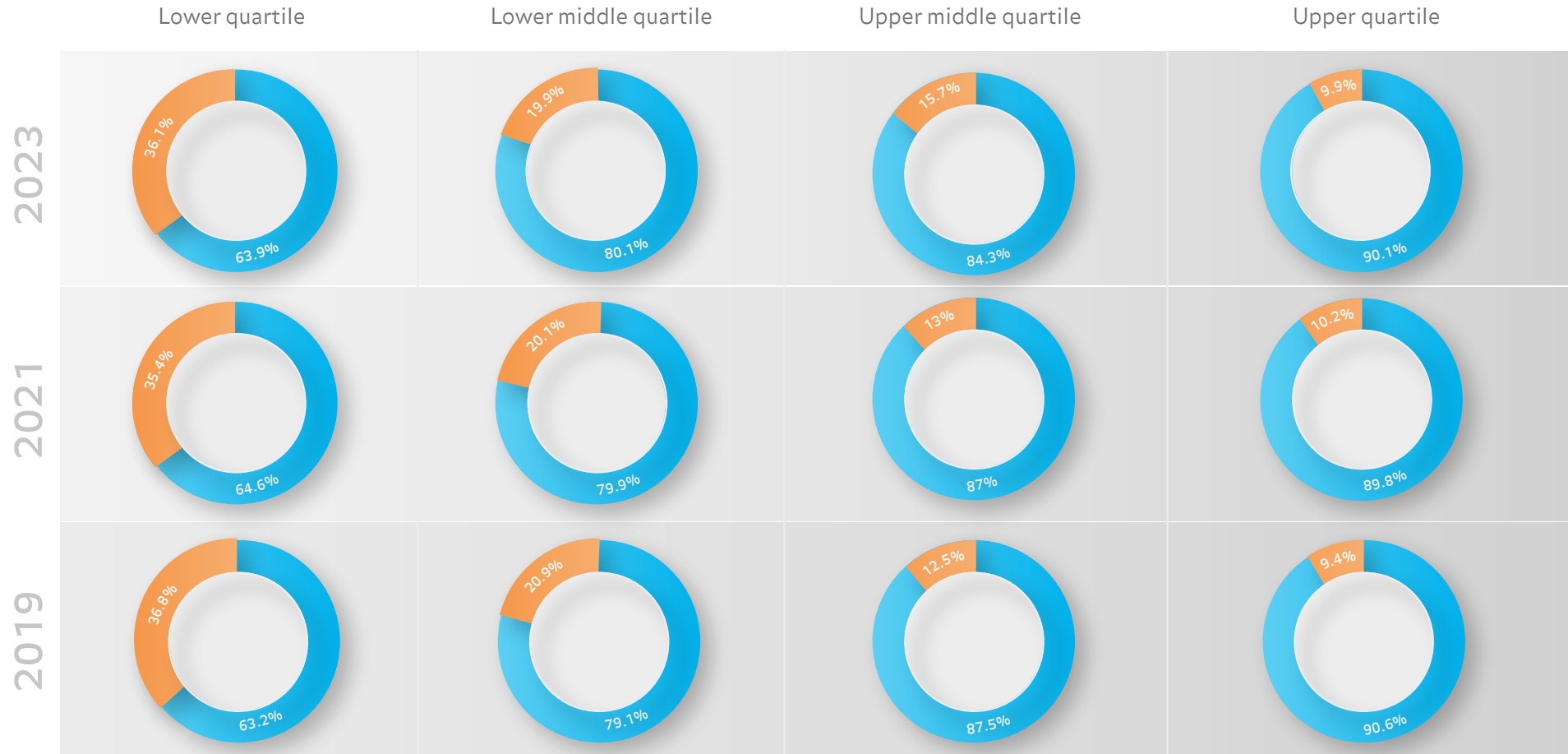
The results of the gender pay gap calculations show that for VolkerWessels UK the Mean Pay Gap has increased by 0.6% and the Median Gender Pay Gap has decreased by 1.2%.

The Mean and Median Bonus Gender Pay Gap have decreased by 17.2% and 10.6% respectively.

The Mean and Median Bonus Gap calculations are affected by the change of payout for the 2023 bonuses. Due to a change in the bonus payment date there are fewer bonuses included in the Bonus Gender Pay Gap calculation. Only one instalment of the bonus payment has been included, along with any ad hoc bonuses.

	2021	2022	2023
Mean Gender Pay Gap	24.0%	23.5%	24.1%
Median Gender Pay Gap	27.2%	27.0%	25.8%
Mean Bonus Gender Pay Gap	46.3%	61.0%	43.8%
Median Bonus Gender Pay Gap	46.5%	35.6%	25.0%
Proportion of males receiving a bonus	46.5%	54.0%	23.2%
Proportion of females receiving a bonus	40.4%	40.7%	11.3%

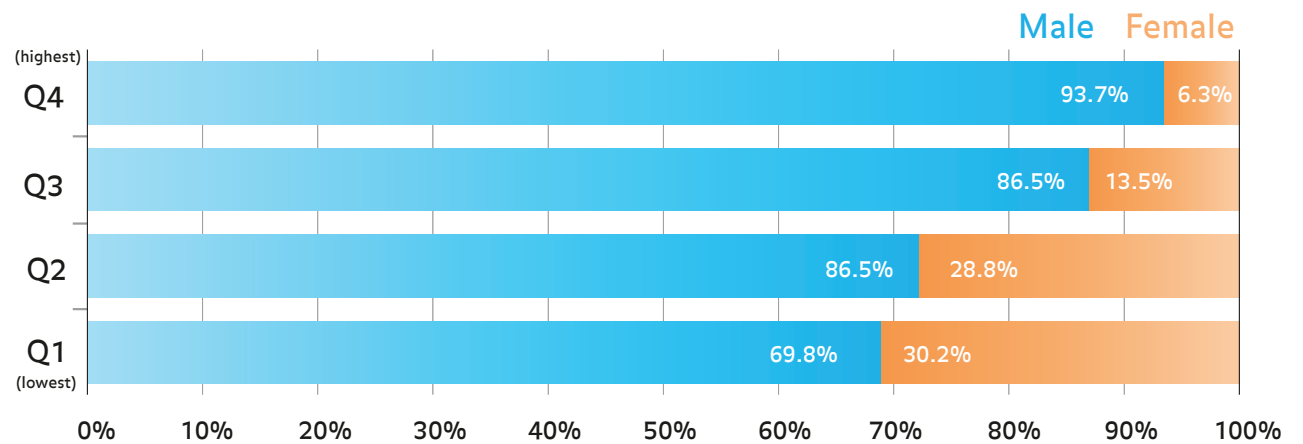
Distribution of VolkerWessels UK employees by quartile



Male Female

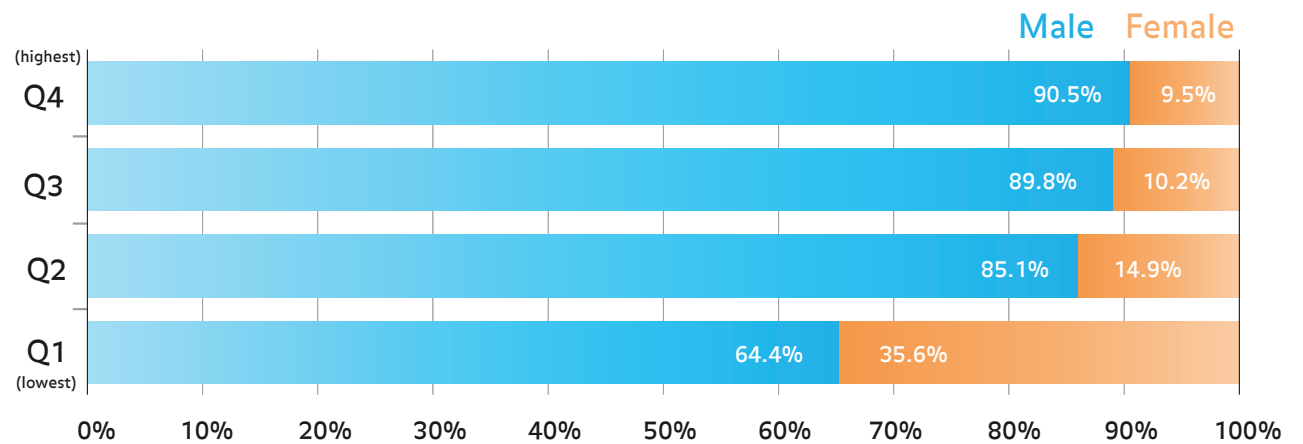
VolkerFitzpatrick gender pay gap results 2023

	2021	2022	2023
Mean Gender Pay Gap	29.3%	28.2%	27.7%
Median Gender Pay Gap	33.0%	31.7%	30.1%
Mean Bonus Gender Pay Gap	45.0%	70.1%	52.5%
Median Bonus Gender Pay Gap	53.7%	61.6%	44.3%
Proportion of males receiving a bonus	48.4%	54.8%	39.4%
Proportion of females receiving a bonus	20.8%	25.6%	20.3%



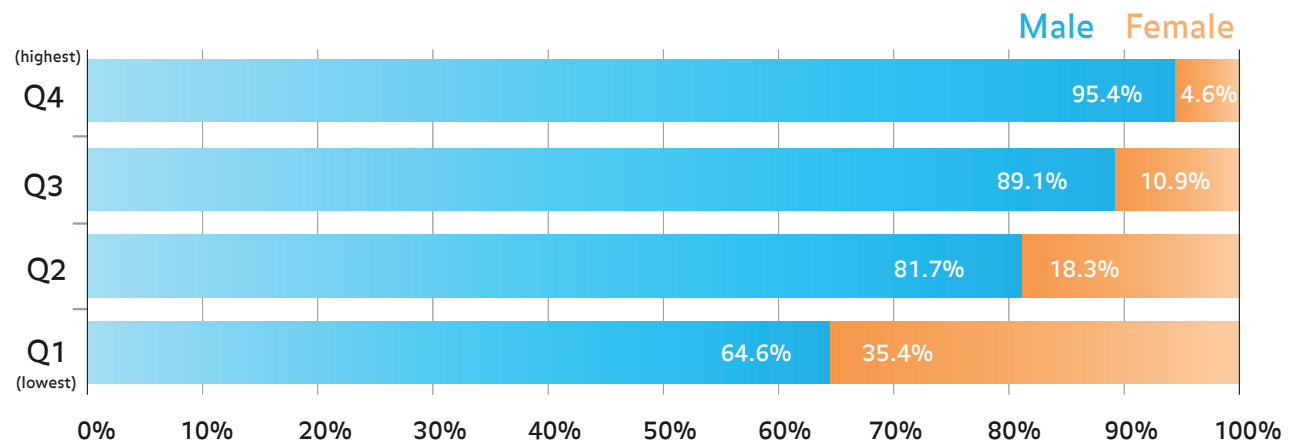
VolkerRail gender pay gap results 2023

	2021	2022	2023
Mean Gender Pay Gap	25.7%	24.8%	22.6%
Median Gender Pay Gap	30.1%	27.9%	27.8%
Mean Bonus Gender Pay Gap	54.4%	53.8%	19.3%
Median Bonus Gender Pay Gap	42.1%	38.9%	6.3%
Proportion of males receiving a bonus	69.1%	84.5%	14.2%
Proportion of females receiving a bonus	74.2%	89.1%	8.5%



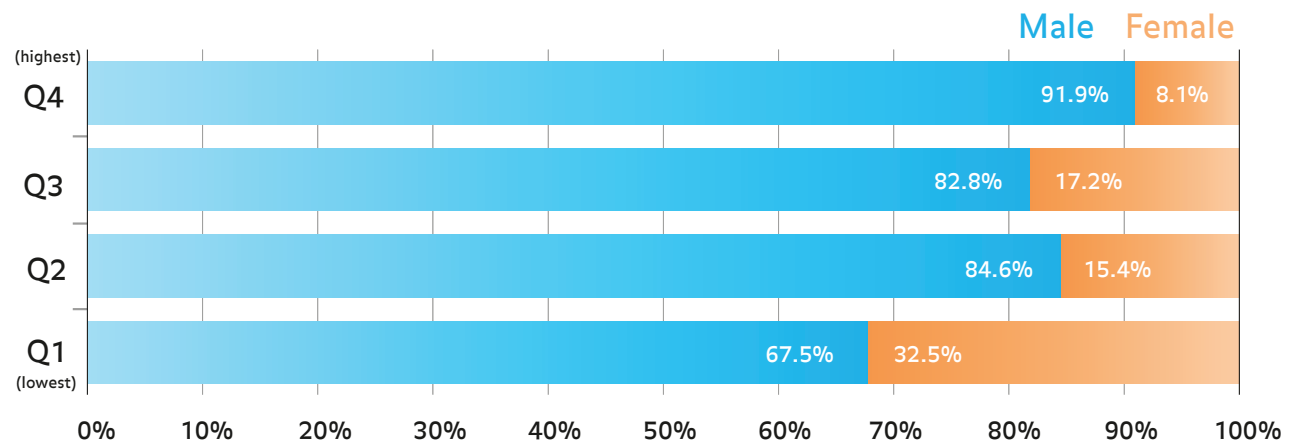
VolkerStevin gender pay gap results 2023

	2021	2022	2023
Mean Gender Pay Gap	26.0%	24.5%	26.4%
Median Gender Pay Gap	30.1%	29.7%	32.3%
Mean Bonus Gender Pay Gap	34.5%	54.2%	58.0%
Median Bonus Gender Pay Gap	0.0%	-33.3%	41.7%
Proportion of males receiving a bonus	23.3%	33.0%	15.5%
Proportion of females receiving a bonus	9.7%	13.0%	6.5%



VolkerHighways gender pay gap results 2023

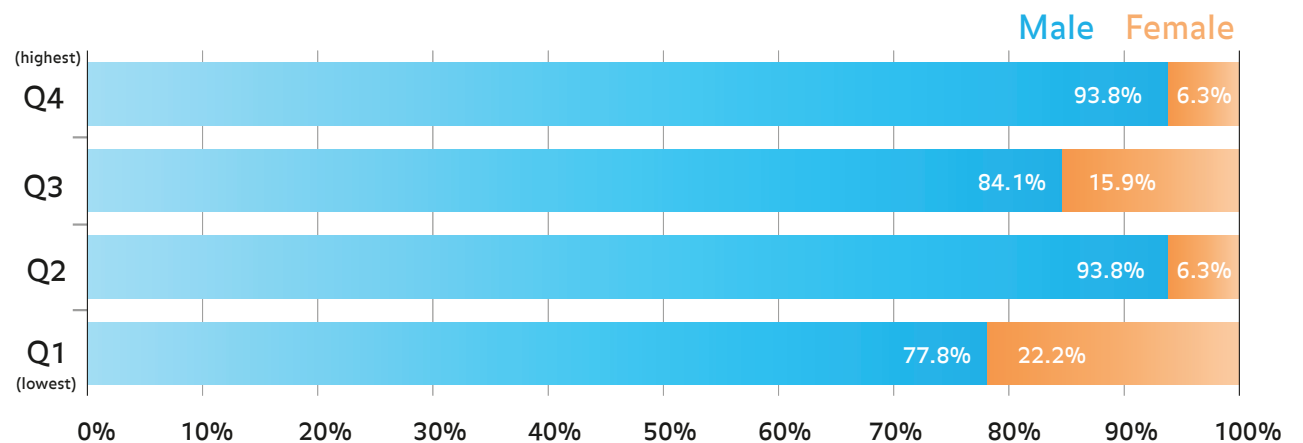
	2021	2022	2023
Mean Gender Pay Gap	21.5%	25.4%	20.7%
Median Gender Pay Gap	22.5%	28.2%	20.9%
Mean Bonus Gender Pay Gap	86.6%	79.4%	53.6%
Median Bonus Gender Pay Gap	75.0%	68.4%	43.0%
Proportion of males receiving a bonus	15.2%	17.3%	14.7%
Proportion of females receiving a bonus	16.7%	20.7%	7.6%



VolkerLaser gender pay gap results 2023

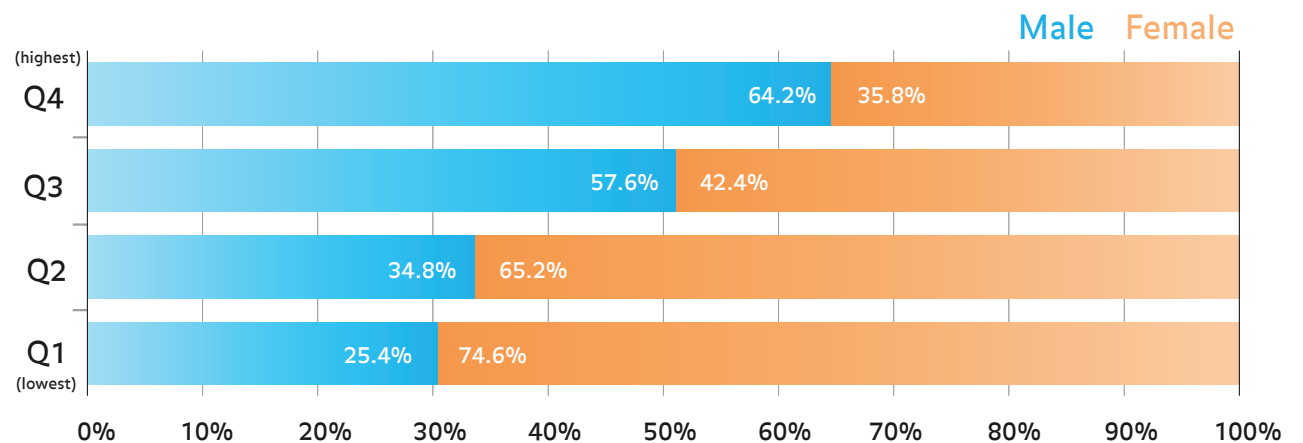
	2021	2022	2023
Mean Gender Pay Gap	37.1%	22.5%	29.6%
Median Gender Pay Gap	32.8%	22.8%	15.4%
Mean Bonus Gender Pay Gap	86.4%	65.8%	76.9%
Median Bonus Gender Pay Gap	61.3%	42.5%	68.3%
Proportion of males receiving a bonus	60.4%	59.6%	49.3%
Proportion of females receiving a bonus	15.0%	60.9%	3.1%

2022 results include PJD



VolkerServices gender pay gap results 2023

	2021	2022	2023
Mean Gender Pay Gap	38.7%	36.1%	45.2%
Median Gender Pay Gap	31.0%	36.1%	30.7%
Mean Bonus Gender Pay Gap	68.7%	77.3%	71.3%
Median Bonus Gender Pay Gap	59.8%	39.5%	46.0%
Proportion of males receiving a bonus	34.1%	39.8%	19.4%
Proportion of females receiving a bonus	25.7%	26.1%	12.0%



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	27.7%	30.1%	52.5%	44.3%	39.4%	20.3%
VolkerHighways Ltd	20.7%	20.9%	53.6%	43.0%	14.7%	7.6%
VolkerStevin Infrastructure Ltd	26.4%	32.3%	58.0%	41.7%	15.5%	6.5%
VolkerServices Ltd	45.2%	30.7%	71.3%	46.0%	19.4%	12.0%
VolkerWessels Ltd	25.3%	23.0%	49.7%	27.0%	32.7%	13.8%
VolkerWessels UK Ltd	24.1%	25.8%	43.8%	25.0%	23.2%	11.3%
VolkerRail Group Ltd	22.6%	27.8%	19.3%	6.3%	14.2%	8.5%
VolkerRail Ltd	24.4%	26.4%	57.4%	39.5%	10.4%	11.1%
VolkerRail Specialist Businesses Ltd	23.1%	27.2%	-7.5%	-14.3%	16.6%	4.0%

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	69.8%	30.2%	71.2%	28.8%	86.5%	13.5%	93.7%	6.3%
VolkerHighways Ltd	67.5%	32.5%	84.6%	15.4%	82.8%	17.2%	91.9%	8.1%
VolkerStevin Infrastructure Ltd	64.6%	35.4%	81.7%	18.3%	89.1%	10.9%	95.4%	4.6%
VolkerServices Ltd	30.9%	69.1%	34.8%	65.2%	53.0%	47.0%	64.2%	35.8%
VolkerWessels Ltd	63.7%	36.3%	74.9%	25.1%	78.9%	21.1%	88.3%	11.7%
VolkerWessels UK Ltd	63.9%	36.1%	80.1%	19.9%	84.3%	15.7%	90.1%	9.9%
VolkerRail Group Ltd	64.4%	35.6%	85.1%	14.9%	89.8%	10.2%	90.5%	9.5%
VolkerRail Ltd	48.1%	51.9%	79.2%	20.8%	88.5%	11.5%	82.3%	17.7%
VolkerRail Specialist Businesses Ltd	77.6%	22.4%	89.1%	10.9%	92.1%	7.9%	96.4%	3.6%

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.



Gender pay gap report 2023

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