



Gender pay gap report 2024



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Introduction

Diversity brings strength and resilience to our business. With Fairness, Inclusion and Respect (FIR) a key element of our broader People-Planet-Purpose agenda, the ability to attract, train and develop women in our industry is critical to our long-term success. To achieve this, we need to offer a positive working environment in all areas of our business, and for VolkerWessels UK to be recognised as a great employer to all.

I was delighted that our efforts have once again been recognised with a top-10 placement in the National Centre for Diversity Most Inclusive Employers list, as well as being awarded their 'Engineering Company of the Year' title for the fifth year running.

We are also seeing signs from our gender pay gap reporting that improvements are being made, with a positive trend in the female representation in our more senior roles. As a business, we are moving in the right direction.

In this report we highlight some of the positive experiences of women in our company, as we look to create a truly supportive and inclusive environment. As we continue to build on this, and maintain our focus on FIR as a key priority, I believe that VolkerWessels UK offers industry-leading opportunities where everyone can enjoy a successful career.

Richard Offord
CEO



How are we addressing the gender pay gap?

We have continued to build on our award-winning 'Fairness Inclusion Respect' strategy to create an environment that promotes a positive experience for everyone who works for us, and with us. We believe this is essential if we are going to attract and retain a talented and diverse workforce.

Our 'Women in Construction' initiative, supporting our female employees in a traditionally male-dominated industry, is a great example of how we can make a difference. Whether it be targeted mentoring programmes, focused career development support or more general networking events, we want to ensure we offer a positive, fair working environment for all.

There are signs that our approach is starting to deliver, with increased female representation in our upper and upper middle quartiles since 2020. The challenge now is to deliver sustainable change that makes a difference to our business.

The opportunity for us to make a positive impact is made clear from those who have participated in our events this year:

Molly McMaster, Section Engineer

“The Empower course has equipped me with the tools to confidently navigate the space I am in and strengthened my belief in my abilities, my worth and the power of my voice. It has created a network of inspiring and supportive women who have become both cheerleaders and sources of support within the business.”

Ruth Wallace, Site Engineer

“I really enjoyed the Women in Construction event. It was great to see how many of us there are throughout the business, and especially to meet some younger women who are just coming into the industry. The event boosted my confidence, and I came away feeling inspired!”



Michelle Morris, Fleet Commercial Manager

“ The Women in Construction event was fantastic. Over my long career within VolkerWessels UK I have seen positive change. All the presenting and participating women demonstrated strength and resilience, and categoric confirmation that anyone can get where they want if they are determined enough. ”


Louise Botterill, Technical Manager

“ The EMPOWER Programme provided me with the skills and confidence to define my goals and put practical steps in place to achieve them.

Even in my already established career I still found the techniques taught as part of the course immensely valuable and feel that the EMPOWER course would be beneficial to both newcomers to the industry and established members. ”

We recognise the industry wide challenges associated with attracting and retaining women, but I am confident that the positive steps we are taking will enable us to make a real difference and deliver long-lasting change in our 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.

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 2024

The gender pay gap figures in this report are calculated using the snapshot date of 5th April 2024. This means figures included are from payments processed either on 5th April 2024 for weekly employees, or 25th April 2024 for those paid monthly.

VolkerWessels UK employed 3,881 employees at the snapshot date. Of this population 79.4% are male and 20.6% are female (*Unchanged from 2023 Male: 79.4% Female: 20.6%*).

The results of the gender pay gap calculations show that for VolkerWessels UK the Mean Pay Gap has decreased by 3.1% and the Median Gender Pay Gap has decreased by 2.2%.

The Mean and Median Bonus Gender Pay Gap have increased by 13.6% and 11.6% respectively.

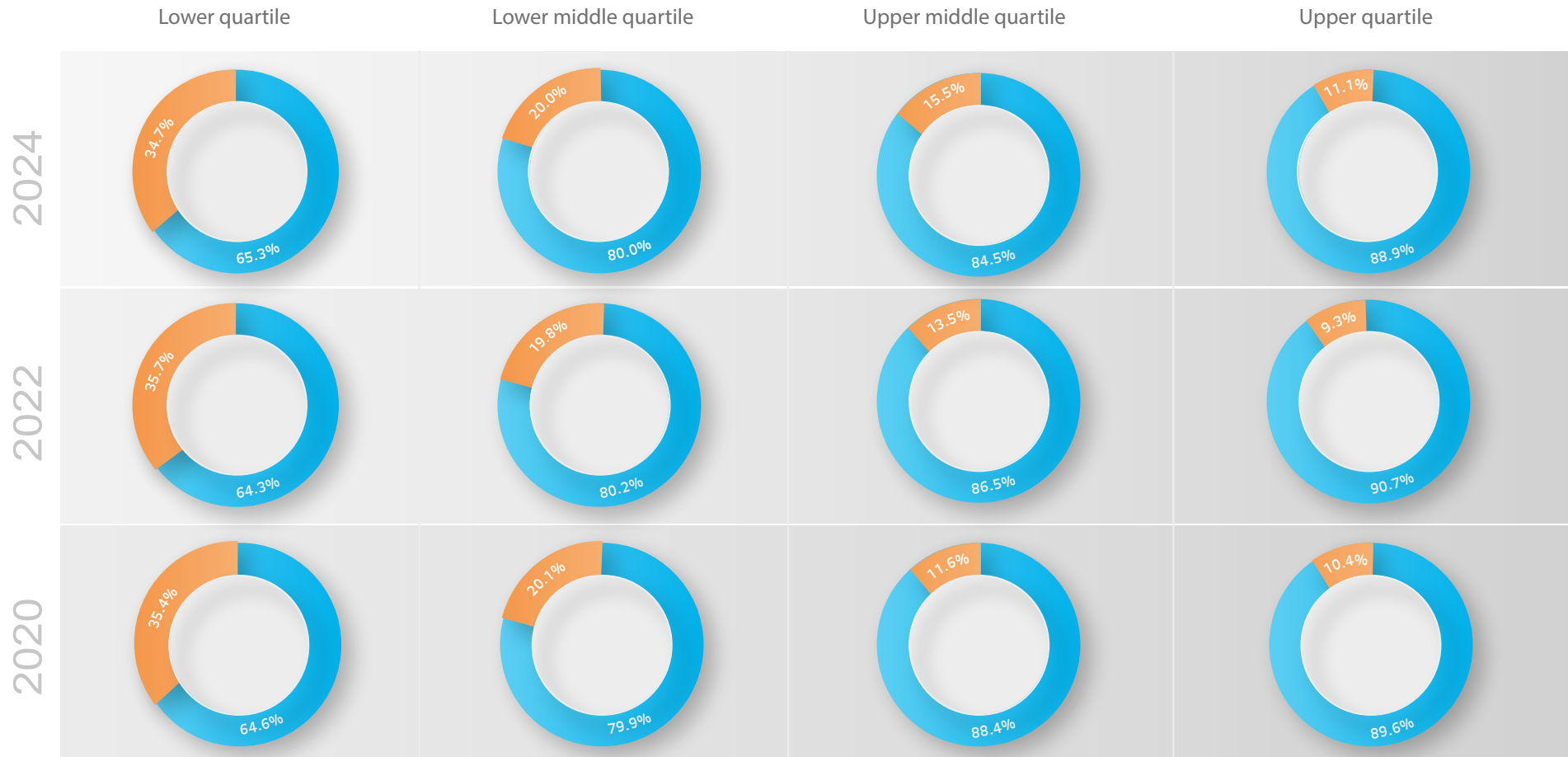
The 2023 Mean and Median Bonus Gap calculations were affected by the change of payout for bonuses. The date change from April 2022 to March 2022 meant that there were fewer bonuses included in the Bonus Gender Pay Gap calculation. This calculation requires that bonuses paid between April 2022 and March 2023 were included, therefore only the September portion of profit share had been included along with ad hoc, retention and introduction bonuses.

With the return of payout to April, this year's results represent a more accurate picture of the groups gender pay gap and shows broad improvement on 2022 figures.

	2022	2023	2024
Mean Gender Pay Gap	23.5%	24.1%	21.0%
Median Gender Pay Gap	27.0%	25.8%	23.6%
Mean Bonus Gender Pay Gap	61.0%	43.8%	57.4%
Median Bonus Gender Pay Gap	35.6%	25.0%	36.6%
Proportion of males receiving a bonus	54.0%	23.2%	46.6%
Proportion of females receiving a bonus	40.7%	11.3%	38.0%

Distribution of VolkerWessels UK employees by quartile

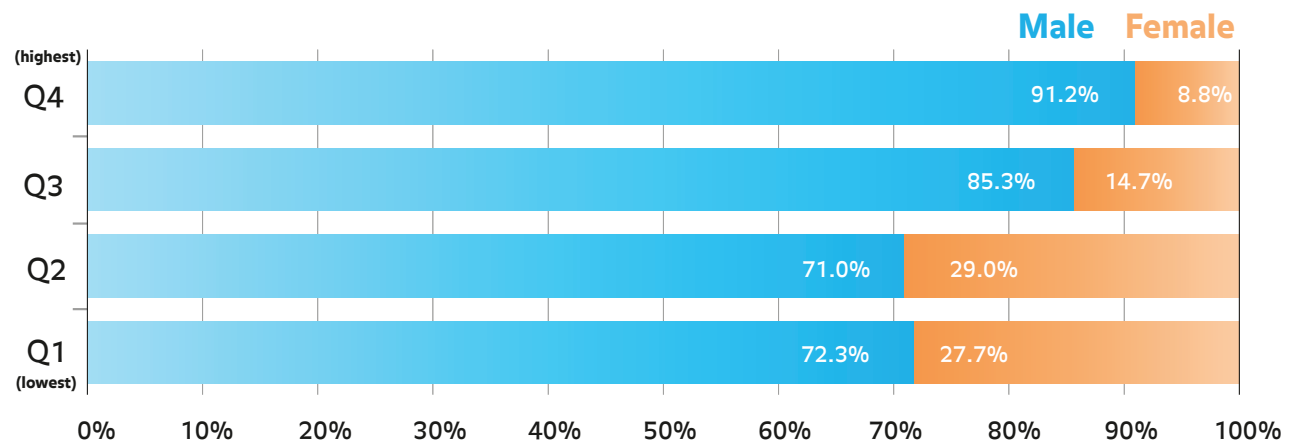
There has been an increase of 1.8% in the proportion of females in the upper pay quartile since 2022.



Male Female

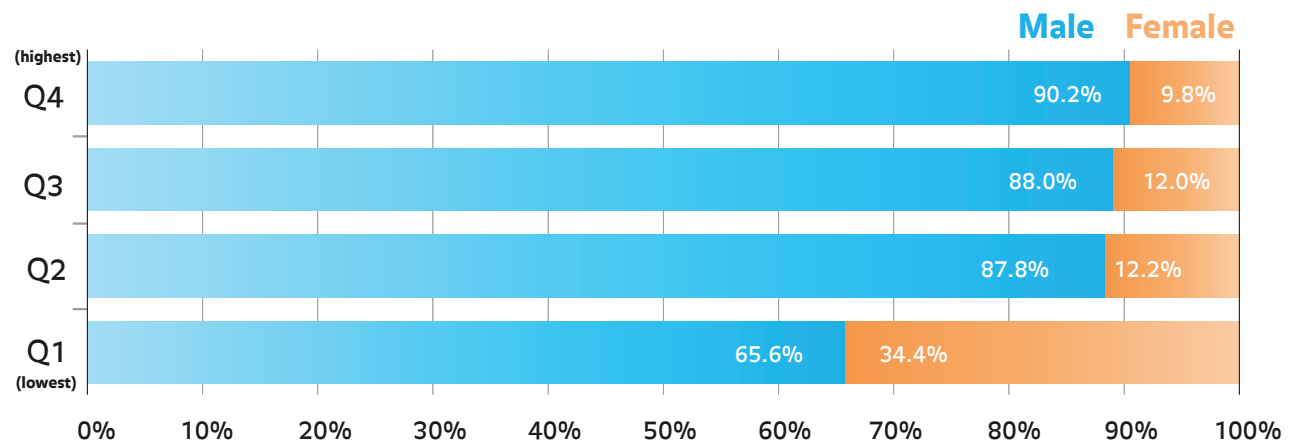
VolkerFitzpatrick gender pay gap results 2024

	2022	2023	2024
Mean Gender Pay Gap	28.2%	27.7%	23.3%
Median Gender Pay Gap	31.7%	30.1%	25.0%
Mean Bonus Gender Pay Gap	70.1%	52.5%	58.8%
Median Bonus Gender Pay Gap	61.6%	44.3%	51.5%
Proportion of males receiving a bonus	54.8%	39.4%	40.1%
Proportion of females receiving a bonus	25.6%	20.3%	21.0%



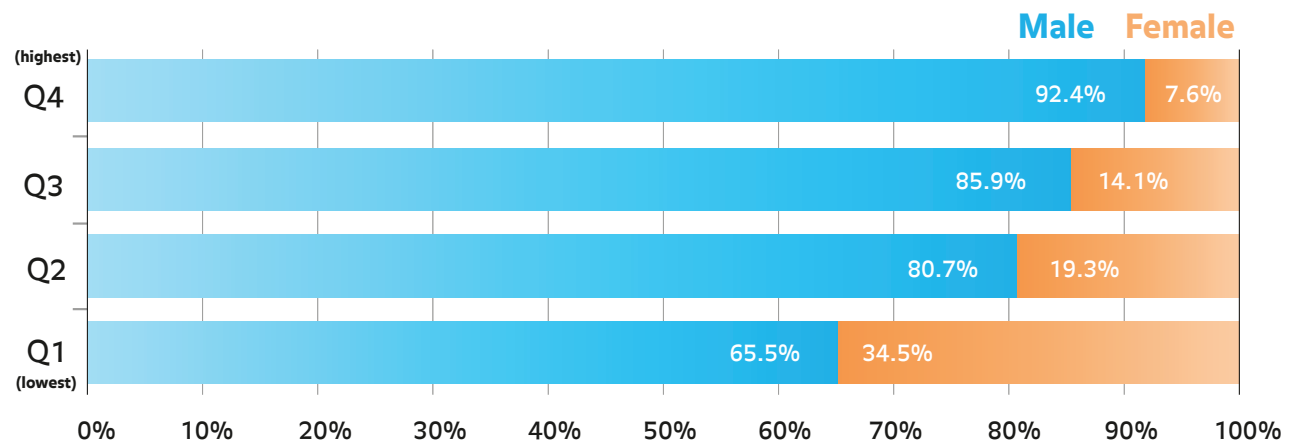
VolkerRail gender pay gap results 2024

	2022	2023	2024
Mean Gender Pay Gap	24.8%	22.6%	21.6%
Median Gender Pay Gap	27.9%	27.8%	28.4%
Mean Bonus Gender Pay Gap	53.8%	19.3%	44.3%
Median Bonus Gender Pay Gap	38.9%	6.3%	41.4%
Proportion of males receiving a bonus	84.5%	14.2%	66.3%
Proportion of females receiving a bonus	89.1%	8.5%	75.0%



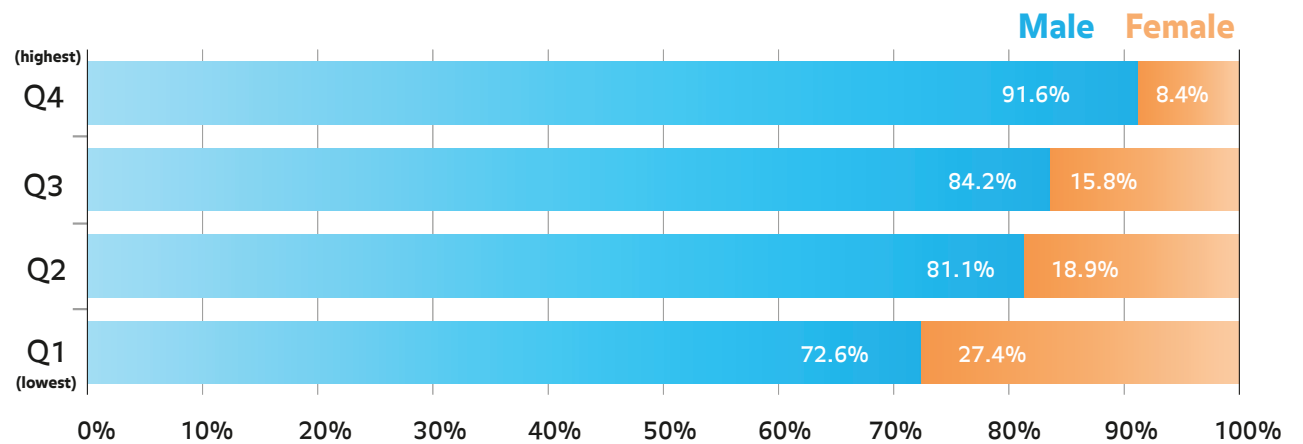
VolkerStevin gender pay gap results 2024

	2022	2023	2024
Mean Gender Pay Gap	24.5%	26.4%	22.0%
Median Gender Pay Gap	29.7%	32.3%	27.9%
Mean Bonus Gender Pay Gap	54.2%	58.0%	33.8%
Median Bonus Gender Pay Gap	-33.3%	41.7%	50.0%
Proportion of males receiving a bonus	33.0%	15.5%	31.0%
Proportion of females receiving a bonus	13.0%	6.5%	25.0%



VolkerHighways gender pay gap results 2024

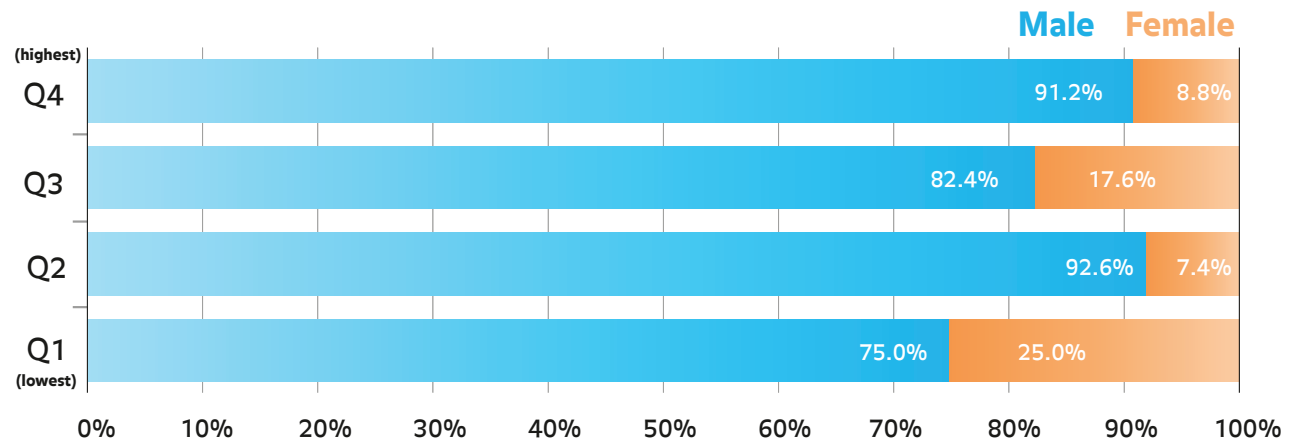
	2022	2023	2024
Mean Gender Pay Gap	25.4%	20.7%	17.9%
Median Gender Pay Gap	28.2%	20.9%	17.7%
Mean Bonus Gender Pay Gap	79.4%	53.6%	70.1%
Median Bonus Gender Pay Gap	68.4%	43.0%	40.0%
Proportion of males receiving a bonus	17.3%	14.7%	21.0%
Proportion of females receiving a bonus	20.7%	7.6%	30.4%



VolkerLaser gender pay gap results 2024

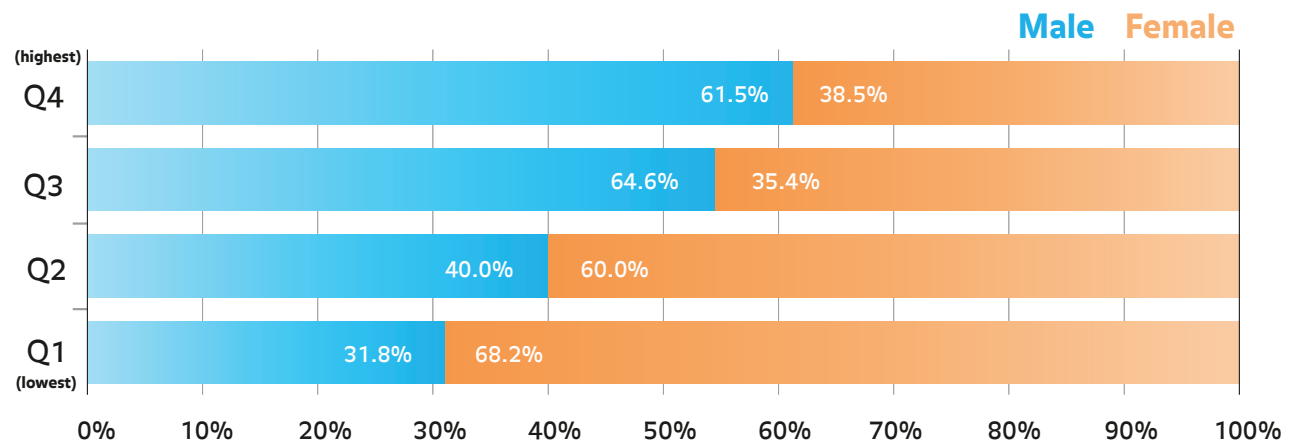
	2022	2023	2024
Mean Gender Pay Gap	22.5%	29.6%	24.3%
Median Gender Pay Gap	22.8%	15.4%	6.9%
Mean Bonus Gender Pay Gap	65.8%	76.9%	76.2%
Median Bonus Gender Pay Gap	42.5%	68.3%	66.7%
Proportion of males receiving a bonus	59.6%	49.3%	63.4%
Proportion of females receiving a bonus	60.9%	3.1%	27.5%

Results since 2022 include PJ Davidson



VolkerServices gender pay gap results 2024

	2022	2023	2024
Mean Gender Pay Gap	36.1%	45.2%	37.7%
Median Gender Pay Gap	36.1%	30.7%	26.9%
Mean Bonus Gender Pay Gap	77.3%	71.3%	85.8%
Median Bonus Gender Pay Gap	39.5%	46.0%	44.4%
Proportion of males receiving a bonus	39.8%	19.4%	26.2%
Proportion of females receiving a bonus	26.1%	12.0%	21.0%



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	23.3%	25.0%	58.8%	51.5%	40.1%	21.0%
VolkerHighways Ltd	17.9%	17.7%	70.1%	40.0%	21.0%	30.4%
VolkerStevin Infrastructure Ltd	22.0%	27.9%	33.8%	50.0%	31.0%	25.0%
VolkerServices Ltd	37.7%	26.9%	85.8%	44.4%	26.2%	21.0%
VolkerWessels Ltd	21.2%	20.8%	62.0%	45.6%	38.3%	23.1%
VolkerWessels UK Ltd	21.0%	23.6%	57.4%	36.6%	46.6%	38.0%
VolkerRail Group Ltd	21.6%	28.4%	44.3%	41.4%	66.3%	75.0%
VolkerRail Ltd	24.7%	25.8%	54.6%	34.1%	70.5%	79.4%
VolkerRail Specialist Businesses Ltd	20.2%	27.6%	45.0%	48.3%	63.7%	68.8%

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	72.3%	27.7%	71.0%	29.0%	85.3%	14.7%	91.2%	8.8%
VolkerHighways Ltd	72.6%	27.4%	81.1%	18.9%	84.2%	15.8%	91.6%	8.4%
VolkerStevin Infrastructure Ltd	65.5%	34.5%	80.7%	19.3%	85.9%	14.1%	92.4%	7.6%
VolkerServices Ltd	31.8%	68.2%	40.0%	60.0%	64.6%	35.4%	61.5%	38.5%
VolkerWessels Ltd	66.1%	33.9%	74.3%	25.7%	80.0%	20.0%	87.3%	12.7%
VolkerWessels UK Ltd	65.3%	34.7%	80.0%	20.0%	84.5%	15.5%	88.9%	11.1%
VolkerRail Group Ltd	65.6%	34.4%	87.8%	12.2%	88.0%	12.0%	90.2%	9.8%
VolkerRail Ltd	52.5%	47.5%	85.3%	14.7%	83.1%	16.9%	83.8%	16.2%
VolkerRail Specialist Businesses Ltd	90.6%	9.4%	58.6%	41.4%	90.0%	10.0%	96.7%	3.3%

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 2024

volkerwessels.co.uk