

# Gender Pay Gap Report 2018

## Colas Rail Ltd

**Colas Rail UK believes in being an inclusive and diverse organisation where anyone can reach their full potential.**

The Rail Industry has historically been male-dominated with many roles falling within Engineering and Construction disciplines. At the time of reporting (April 2018) 12% of our workforce was female and our analysis shows that the proportion generally decreases through the higher pay quartiles. At Colas Rail Ltd we are confident that men and women are paid equally for doing equivalent jobs across our business.

Our analysis also tells us that the under-representation of women in higher paid roles is the main driver for our gender pay gap. There are no quick wins to closing the gap. We need sustained focus on increasing the number of women in our workforce, improving our retention rates and investing more in supporting and progressing our most talented women so that they are able to compete successfully for our most senior roles.

### The Results

We are pleased to report that our Mean gender pay gap has reduced by 2.8% since last year as we continue to develop and promote women within our business.

The reason we have such a high figure for our Gender Bonus Pay Gap (-88.29%), is due to the fact we have a number of, currently exclusively male, blue-collar workers who receive a quarter incentive bonus. This bonus is of a lower value than that received by staff who are eligible for the annual Management Bonus scheme, which all of our eligible female staff who receive a bonus are part of. This has led to a situation where the median bonus paid to female staff is nearly double that of male colleagues. The mean figure is a much truer indication of our bonus pay gap.

As mentioned at the beginning of this report historically the railway engineering industry has been a very male dominated one. In order to address this Colas Rail Ltd is continuing to work hard to attract and support more women into the industry. We hope over the next few years to see some of our current female graduates progress into management roles within the business and the positive effect this will have on our gender pay gap.

HEADLINE GENDER PAY GAP FIGURES FOR COLAS RAIL LTD		
	Median	Mean
Gender Pay Gap	37.80%	22.53%
Gender Bonus Pay Gap	-88.29%	8.24%

### THE PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

Males =

19.71%

Females =

18.24%

PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND		
Quartile	Male	Female
Upper	90.54%	9.46%
Upper Middle	98.11%	1.89%
Lower Middle	92.11%	7.89%
Lower	70.35%	29.65%

  
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