



# GENDER PAY GAP 2022



# BOUYGUES E&S SOLUTIONS

## Gender Pay Gap Figures | As at 5<sup>th</sup> April 2022



Our mean pay gap has improved slightly since last year, but at the same time we have seen a rise in the median pay gap when compared with April 2021. This is disappointing but possibly shows the effects of the so-called 'Great Resignation' felt across the economy during this period. There has been increased demand for, and reduced supply of, engineering technicians experienced across the UK. This has contributed to a rise in the median hourly rate between 2021 and 2022 for males of 3.2%, compared with that of females at 1.8%. Our experience has been that men have been more likely to look for new employment, and shortages of skilled labour have contributed to a higher rise in male hourly rates by comparison with females.

When we look 'inside' each pay quartile, (not something we are required to report on), we can see there is only a small gap between the mean pay hourly rates for men and women, and similarly for the respective median pay hourly rates, usually less than 3% in each quartile. This gives us some comfort that our pay rates are relatively equitable within the pay quartiles.

The key reason for the pay gap existing as it does is that the distribution of women through the pay quartiles resembles a pyramid (with the highest proportion in the lower pay quartile and the fewest in the upper pay quartile), while for men it is an inverse pyramid (i.e., most in the upper pay quartile and fewest in the lower pay quartile). This is improving but it is taking time.

For example, we have seen sustained improvements in the proportion of women in the higher pay quartiles. In the LMQ we have seen an improvement of 9% in the last year (and 15.6% in the last five years). Similarly, in the UMQ the increase was 2.2% since the previous report, (and 23.7% over the last five years) and for the UQ an improvement of 5.8% since 2021, (and 14.4% over last five years).

We have also seen some significant improvements in our bonus pay gaps, with the median gap falling by more than half, and the mean bonus gap falling to its lowest level yet. This is a welcome improvement. However, it remains the case that men tend to occupy a greater proportion of more senior positions within the business. For this reason, men have a likelier eligibility to receive a bonus payment in their contract of employment, and have bonus awards which are on average higher, reflecting market norms.

We continue to undertake various initiatives to improve our gender balance across the pay quartiles, including equal pay reviews to identify any anomalies within job families, targeted mentoring for under-represented groups, and improvements to our flexible working policies which have enabled more remote working and better inclusion.

### Gender split of employees



### Gender pay gap



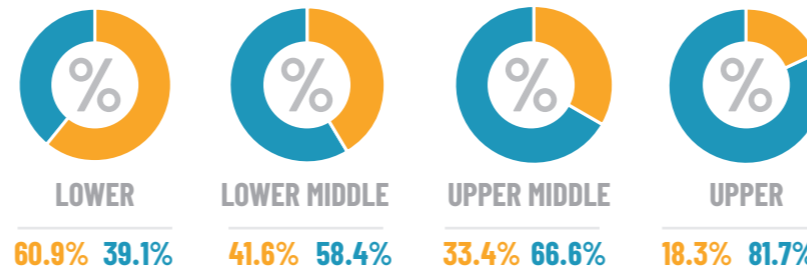
### Gender bonus gap



### Who received a bonus



### Pay quartiles

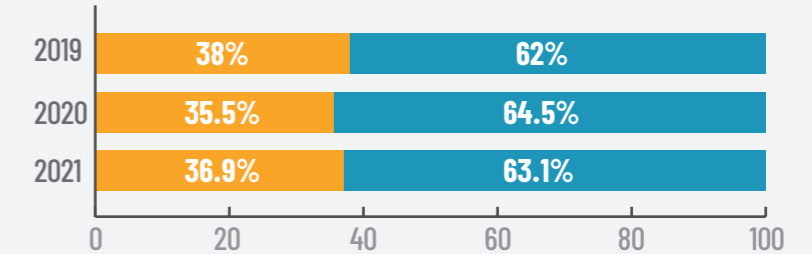


I confirm that the gender pay gap data contained within this report is accurate and has been produced in accordance with legal requirements.

**Paul Cadman**, Director of Human Resources  
Bouygues Energies & Services

### Previous figures from 2019-2021

#### Gender split of employees



#### Gender pay gap

	2019	2020	2021
% Mean	24.0	22.9	23.9
% Median	14.3	21.0	23.3

#### Gender bonus gap

	2019	2020	2021
% Mean	46.9	38.8	37.8
% Median	35.5	5.9	35.0
% Males Receiving Bonus	19.7	19.7	21.5
% Females Receiving Bonus	14.7	14.7	14.8

#### Pay quartiles

	2019	2020	2021
% Lower	63.9	59.6	59.1
% Lower Middle	36.1	40.4	40.9
% Upper Middle	33.5	36.5	40.7
% Upper	66.5	63.5	59.3
% Lower	35.7	28.7	30.6
% Lower Middle	64.3	71.3	69.4
% Upper Middle	16.9	17.0	17.3
% Upper	83.1	83.0	82.7

# BOUYGUES E&S CONTRACTING

## Gender Pay Gap Figures | As at 5<sup>th</sup> April 2022

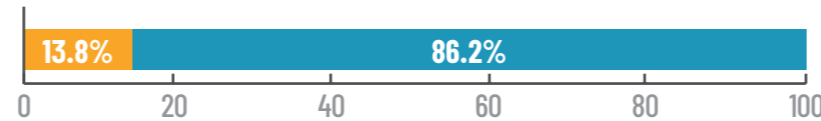


We have seen an increase in our gender pay gap due to a reduction of women in the highest paid quartile within the business. In 2021, 8.13% of the highest paid quartile was female; for 2022 this has reduced to 6.06%.

Our median bonus gap has improved to 27.7% (versus 33.3% last year), However we have not seen the improvement we had hoped for in other areas, possibly due to the economic factors felt within the world today. A lack of supply of candidates seen within our sector is a persistent difficulty faced, especially within the skilled worker category.

What has helped within our business is the roll-out of our new flexible working policy which allows employees to work from home 2 days per week. Along with the dedication of Bouygues E&S Contracting to bridge the gap on our gender balance and bring more women into the business, we are hoping this new policy will attract women who may have families at home to our business.

### Gender split of employees



### Gender pay gap



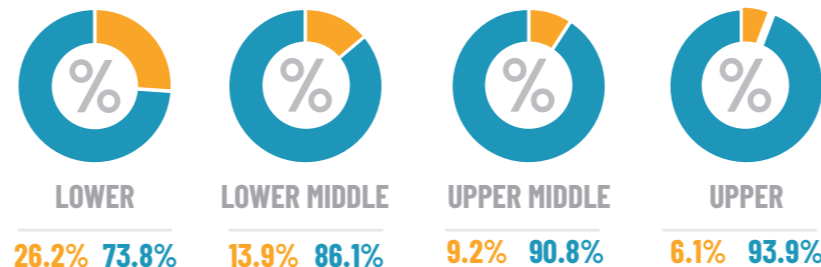
### Gender bonus gap



### Who received a bonus

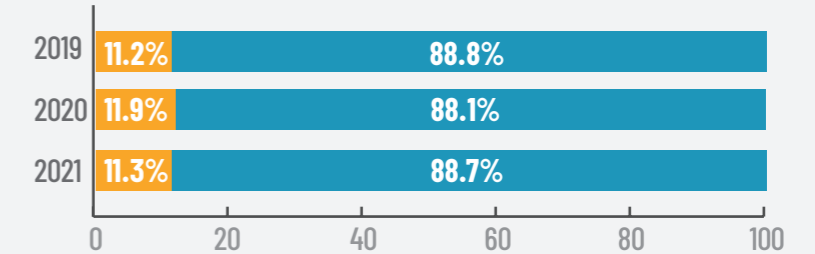


### Pay quartiles



### Previous figures from 2019-2021

#### Gender split of employees



#### Gender pay gap

	2019	2020	2021
% Mean	36.6	20.3	22.0
% Median	35.5	24.9	22.6

#### Gender bonus gap

	2019	2020	2021
% Mean	61.2	53.8	28.4
% Median	50	40.9	33.3
% Males Receiving Bonus	21.2	65.4	44.8
% Females Receiving Bonus	12	55	51.9

#### Pay quartiles

	2019	2020	2021
% Lower	27.3	18.5	16.4
% Lower Middle	72.7	81.5	83.6
% Upper Middle	12.7	11.2	15.5
% Upper	87.3	88.8	84.5
% Upper Middle	1.8	7	7.8
% Upper	98.2	93	92.2
% Upper	3.5	9.7	8.1
% Upper	96.5	90.3	91.9