

THE GENDER PAY REPORT 2020 GAP



Introduction

The transparency and accountability that gender pay gap reporting brings is crucial in driving greater equality in the workplace. We continued to build on the progress made in previous years and outline what action we are taking to close the gender pay gap that exists in VINCI Construction UK Ltd.

To achieve our goal of a genuinely diverse and inclusive workplace we promote everyday inclusion – the behaviours that we can demonstrate every day to help to ensure everybody feels respected, valued and able to contribute. This will continue to create a culture where all of our colleagues can be themselves and feel empowered to succeed; this is critical if we are to attract and retain the best talent and deliver a successful business.

The data in this report is reflective of a moment in time, specifically a snap shot date of the 5th April 2020 – only weeks after the pandemic had started to take a hold across the globe. The pandemic has influenced our pay gap statistics in a variety of ways, which was recognised by Government which led to a change in the way in which businesses are obligated to detail their GPG data.

What is The Gender Pay Gap at VINCI?

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay i.e. women and men receiving the same pay for the same role.

The gender pay gap takes into account all roles at all levels of the organisation, rather than comparing pay received by women and

It should be noted that employees furloughed under the Coronavirus Job Retention Scheme (CJRS) have been excluded from reporting requirements. As the CJRS was introduced in March 2020 and continues to operate, figures for both 2019/20 and 2020/21 will be skewed due to the exclusion of these employees, particularly as a large proportionate of our furloughed employees were in front line roles, which tended to be lower paid and are more typically occupied by women. As a result, care needs to be taken when comparing the data from 2020-21 to previous reporting periods.

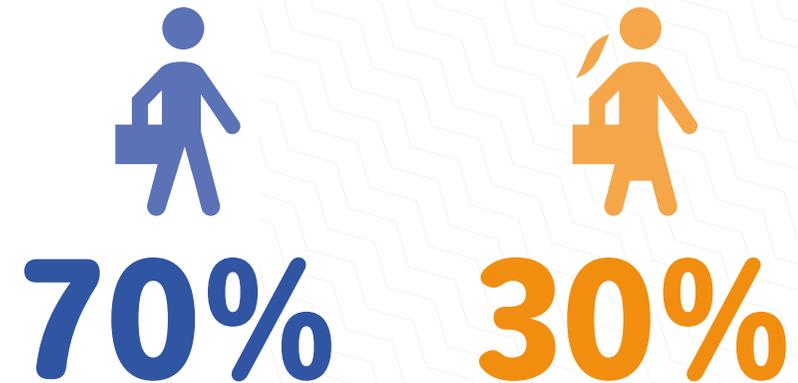
We expect the data in future reporting to reflect productivity levels to pre-pandemic levels.

We acknowledge that there is still much more work to be done and our journey continues.

men performing the same roles. We regularly review and analyse our employee pay to ensure men and women are treated equally when performing the same role. We are therefore confident that we do not have equal pay issues. Instead, our gender pay and bonus gaps reflect our organisational structure.

THE GENDER PAY closing it together GAP

Across **2,972*** of relevant employees the gender balance is



* reduction compared to 2020 due to the number of Furloughed Employees on 5th April 2020.

These calculations are not perfect, because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists. However, these calculations are an indication of inequalities in areas such as access to work, progression and rewards, essentially who works in which job.

How have these numbers changed since the 2020 statistics?

While the gender pay and bonus gaps for VINCI are larger than we would like, we have seen improvements across some of the metrics in 2020.

Positively, there has been a further reduction of 1.66% in the mean gender pay gap, demonstrating that our gender pay gap has once again reduced in 2020.

Four years ago, our mean gender pay gap was reported as 46.46%, and in 2020 it sat at 41.57% a reduction of 4.89% overall. This improvement is attributed to working hard on achieving an average increase in female representation at our senior levels over the past four years.

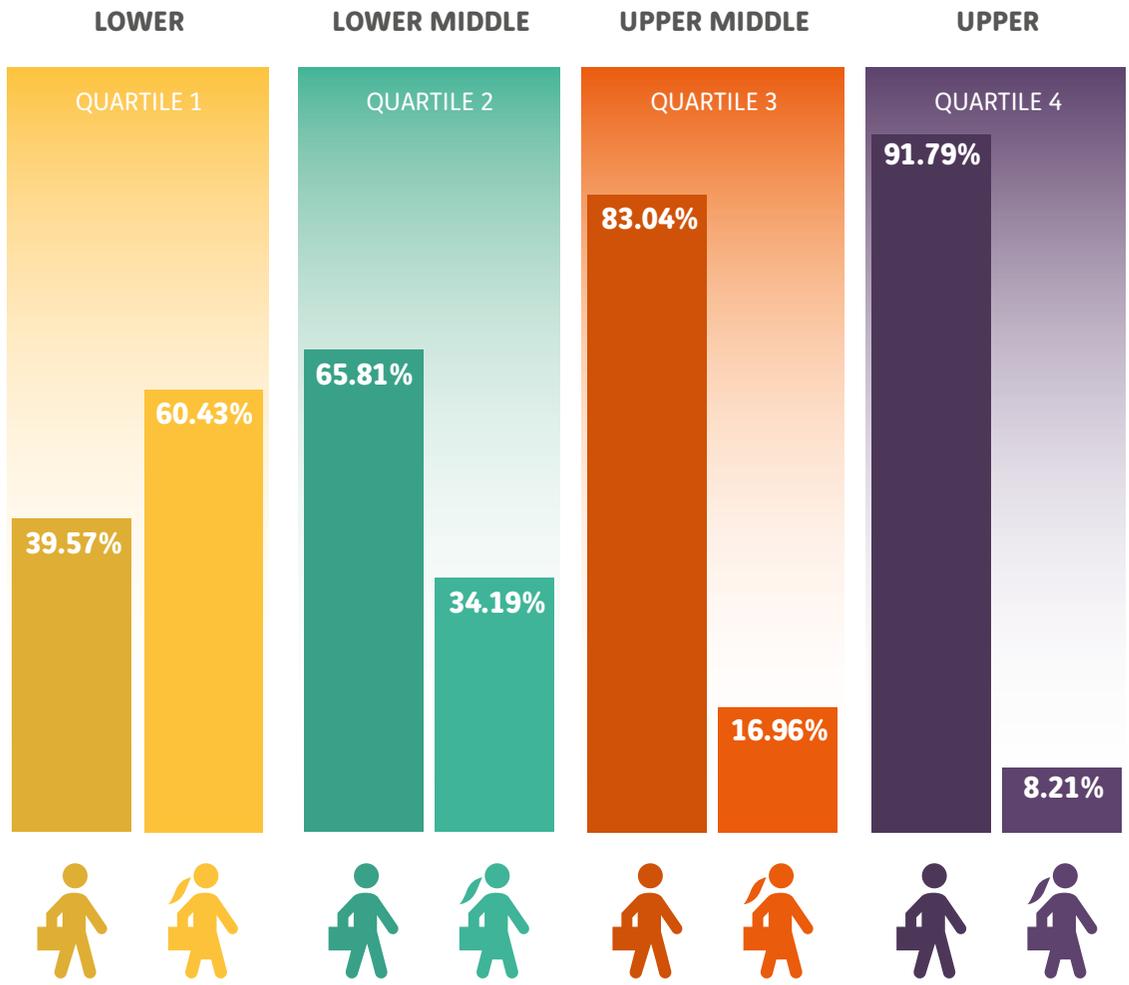
Our gender pay and bonus gaps reflect our organisational structure. We have proportionately more women employed in lower skilled roles such as cleaning and clerical roles, where pay is lower, and proportionately more men in our higher skilled roles and senior leadership roles, such as Project Directors, Commercial leads and Engineers.

Almost the entire gender pay gap is attributable to this organisational profile. Our part-time roles are typically (not always), lower skilled and lower paid and are proportionately held by women. This has a significant impact on our overall median gender pay levels, with the gap increasing by 4.14%. Our 2020 median gender pay gap is 48.02% compared to 43.88% in 2019. The median male pay rate for 2020 is £19.22 (£18.05 in 2019) compared to the median female pay rate of £9.99 in 2020 (£10.13 in 2019).

Women in Leadership Roles: This skills divide is sadly still systemic in the UK workforce, however, we also recognise that we haven't made as much progress as we would like with women being represented in leadership roles, which results in a gender imbalance in senior positions, a trend observed in many UK businesses. Women are underrepresented in three out of the four pay quartiles, although the representation of women has increased in all but the upper quartile.



PAY PER QUARTILE %



GENDER PAY GAP REPORT 2020

Women's Hourly Rate is:	41.57% Lower (mean)	
	48.02% Lower (median)	
	Men	Women
Upper quartile:	91.79%	8.21%
Upper middle quartile:	83.04%	16.96%
Lower middle quartile:	65.81%	34.19%
Lower quartile:	39.57%	60.43%
Women's bonus pay is:	86.86% lower (mean)	
	32.00% Lower (median)	
Who received bonus pay:	65.03% Men	
	67.79% Women	

VINCI ARE AWARD WINNING

This year VINCI has retained its accreditation for Leaders in Diversity and were delighted to have picked up three top awards:

- ▶ Organisation of the Year
- ▶ Construction Company of the Year
- ▶ Ranked 1st in the top 100 most inclusive workplaces

It's particularly pleasing that the awards will have been based to a large extent on the survey responses and interviews during our recent reaccreditation. So, they are a reflection of what our people said about what it's like to work at VCUK. It's a great reward for a long journey, but there's still more to do.



VINCI Manifesto

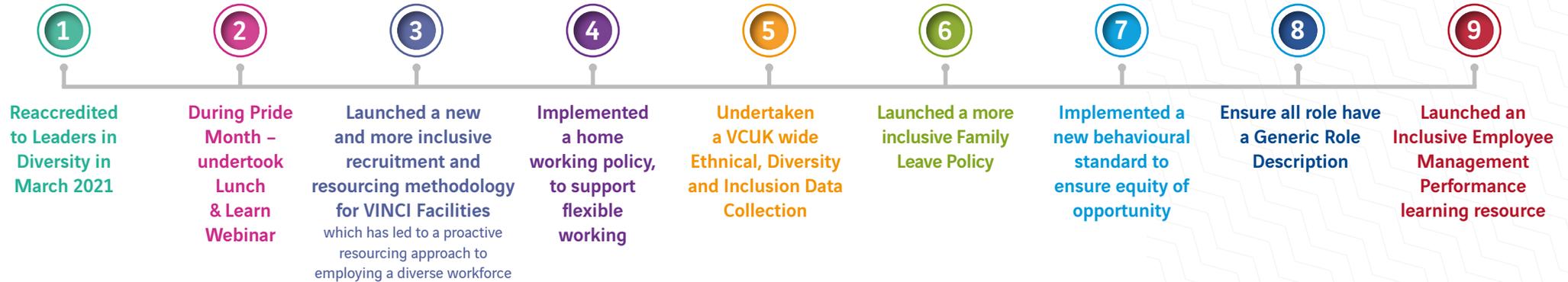
The VINCI Manifesto, Code of Conduct and Ethics and the Anti-Corruption Code serve as a reminder that belonging to the VINCI Group involves more than just strict adherence to applicable laws and regulations.

The codes set out the principles of business ethics that guide our conduct and states VINCI's expectation that we all demonstrate exemplary conduct based on transparency, integrity, fairness and respect.



TAKING ACTION

WHAT WE ACHIEVED IN 2020...



WHAT 2021 WILL BRING...



Tackling the Gap from the Top

As a leadership team, we are pleased that elements of our gender pay gap figures continue to move in the right direction, however, we still have much to do to improve gender parity. We need to ensure more opportunities exist for female talent to join VINCI and to have a fulfilled sustainable career with us.

At VINCI we know that a diverse team creates a stronger, more dynamic business, which makes us a more attractive and sustainable employer. We want to create an environment where everyone feels like they belong, can be themselves and know their voice will be heard. This is not something that can be easily achieved within a single reporting cycle, but we are committed to long-term sustainable change.

We want to make sure that everyone at VINCI feels supported to grow, develop and thrive. We also firmly believe that this continued focus starts at the top and therefore all of our Management Board have signed this report to demonstrate their shared commitment.

We are not afraid to challenge our preconceptions of how we work and our established ways of thinking. We see this as critical in enabling us to understand what our customers want and expect from us, and to better represent the communities we serve.

We are also realistic about the challenges we face and the historical composition of the industries we operate in. We are committed to understanding the root causes of issues, finding solutions that are both practical and beneficial to employees and being transparent.



SCOTT WARDROP
Chief Executive



CHRIS HAMER
Managing Director Building



TONY RAIKES
Managing Director
VINCI Facilities



JULIAN GATWARD
Managing Director
Taylor Woodrow



RUSSELL MATTHEWS
Managing Director
VINCI Technology Centre UK



GRAHAM LAMBERT
Managing Director
VINCI UK Developments



DAVE CAMPBELL
HSEQ Director



THERESE STEVENSON
Human Resources Director



CHRIS BRENNAN
Finance Director



SIMON FOSTER
General Counsel

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We're tackling the gap,
top down by changing
people's attitudes
through better dialogue,
strong leadership and
changing our behaviours

..and **bottom up**, through
working groups that are
owned, managed and
controlled by our people
working to a shared vision
with a clear escalation
route to our leaders.



THE GENDER PAY GAP



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