



# GENDER PAY GAP REPORT 2017

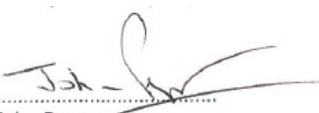
## Ferrovial Agroman UK Limited

The Gender Pay Gap reporting regulations came into full effect for the first time in the UK in 2018. All employers with over 250 staff – in the private, public or non-profit sectors – must comply with the UK Government’s gender pay gap reporting requirements on an annual basis.

Pay figures quoted in this report are for Ferrovial Agroman UK Limited as on 05 April 2017. Bonus figures used for the calculation are for the 12 month period ending 05 April 2017 i.e. for the 2016 performance year.

### DECLARATION

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



John Pepper

Human Resources Director  
On behalf of Ferrovial Agroman (UK) Limited

## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings for all women. This is different to equal pay which compares the actual earnings of men and women doing work of equal value. Ferrovia Agroman UK Limited is an equal pay employer.

Difference in hourly pay between men and women at Ferrovia Agroman (UK) Limited is:

	Women's earnings are:
Mean gender pay gap	20.6% lower
Median gender pay gap	20.7% lower

### What is included in hourly pay?

Hourly pay includes basic pay, car, location and other allowances, pay for leave and shift premium pay.

Excluded are payments, benefits-in-kind (such as...) and expenses.

### What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the difference.

### What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference.

### What is the Gender Bonus Gap?

The gender bonus gap is the difference between the average bonus received by men and women across Ferrovia Agroman UK Limited.

### What are pay quartiles?

In common with the Construction Industry as a whole, our organization is predominantly male.

Given that 69% of our total workforce is male, it is also the case that men outnumber women at every pay quartile with the exception of the lower pay quartile, where men are marginally outnumbered by women. The graphic on the following page illustrates the proportion of men and women in four equally sized pay quartiles from lowest to highest.

We are painfully aware that in the UK, women only make up around **11%** of the engineering workforce\*. Ferrovia Agroman (UK) Limited strongly competes for talent from a diverse pool of candidates. Our targeted campaigns to attract more female talent from a limited number of candidates has meant that **23%** of our production workforce is made up of excellent women engineering and construction professionals. In addition, **24%** of our graduate intake for 2017 consisted of women candidates. We are committed to continuing to attract and develop more women into successful careers in engineering.

\* Women in STEM workforce, WISE Campaign 2017

# HOW DO WE DEVELOP OUR INCLUSIVE CULTURE AT FERROVIAL AGROMAN UK LIMITED?

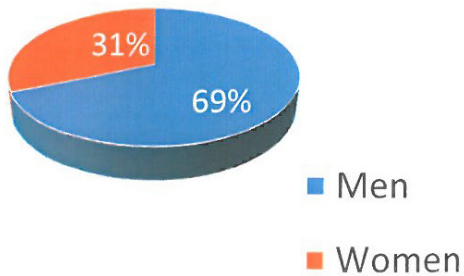
We strive for continuous improvement in all matters regarding fairness, equality, diversity and inclusion at Ferrovial Agroman UK Limited.

Whilst the Gender Pay Gap is an industry concern, we are committed to attracting, developing and retaining a diverse workforce of incredible professionals in our organisation.

To ensure this journey is effective and impact is optimised, we are thrilled to inform you that we have taken the **INCLUSIVE CULTURE PLEDGE** with EW Group, who are leading consultants in all aspects of diversity, inclusion, respect and fairness in the workplace.

We will continue to deliver our Equality and Diversity training, Unconscious Bias training and are looking into delivering empowering Bystander training as well as continuing to strengthen our STEM activities and engagement.

## WORKFORCE



## WOMEN'S BONUS PAYMENTS:

DIFFERENCE IN MEAN BONUS PAYMENTS  
47.1% LOWER

DIFFERENCE IN MEDIAN BONUS PAYMENTS  
50.6% LOWER

## BONUS PAYMENTS AWARDED TO EMPLOYEES ARE:



## PAY QUANTILES

PROPORTION OF MEN AND WOMEN IN FOUR EQUALLY SIZED PAY QUANTILES

