

GENDER PAY GAP REPORTING

UK GENDER PAY GAP REPORTING

COWI UK is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing payroll records.

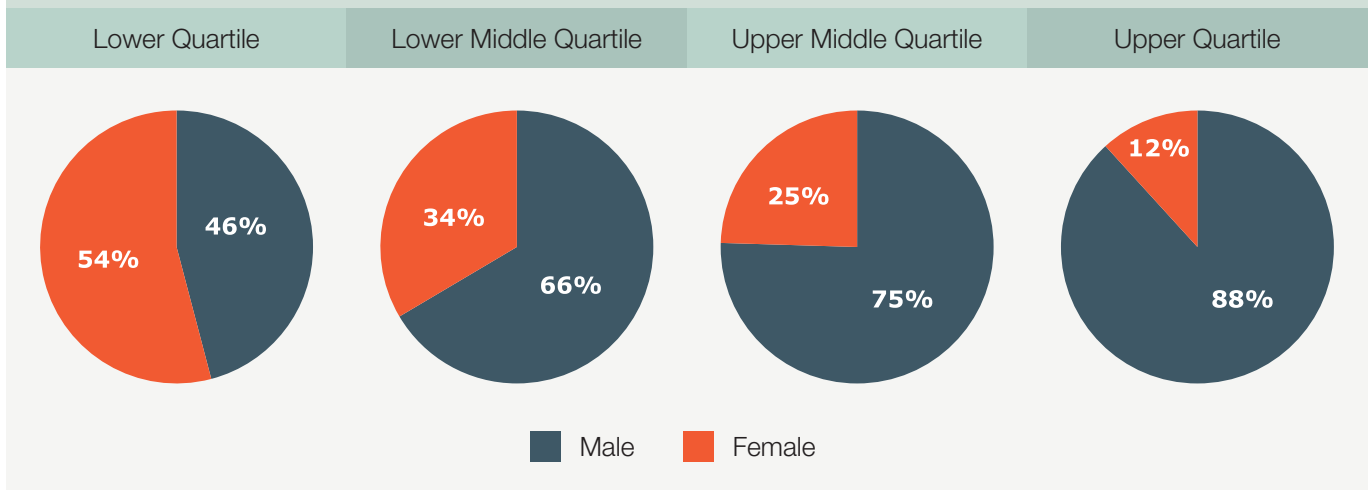
Our calculations show the overall pay gap between men and women’s earnings is 29% (mean) or 23% (median) based on hourly rates of pay at the snapshot date of 5 April 2017.

For companies in our industry, it is common that a gap is caused by having fewer women in senior grades and in highly paid technical roles and this is the case for COWI UK. 32% of our workforce is female and the proportion generally decreases through the higher pay quartiles with an under-representation of women in higher-level roles. Our analysis shows that our gender pay gap is caused by the structure of our workforce with a concentration of males in more senior positions, rather than our pay structure, which is gender neutral.

DIFFERENCE BETWEEN MALE AND FEMALE	MEAN	MEDIAN
Gender Pay Gap	29%	23%
Gender Bonus Gap	51%	25%

Proportion of employees receiving a bonus (dependent upon start date in 2017)	Male: 91%	Female: 84%
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The proportion of Male and Female employees in each quartile:



We will be working on a number of initiatives throughout 2018 to reduce our gender pay gap by focusing on and investing in talent management, recruitment and engagement, and by embedding diversity and inclusion into our business to continue to support our high performance culture.

We confirm the data reported is accurate.

Executive Directors
COWI UK Ltd

Ian Robinson – Executive Director

February 2018

