

GENDER PAY

GAP 2020



BOUYGUES UK [incl. TP-UK, VSL-UK, AXIONE UK]

Gender Pay Gap Figures | As at 5th April 2020



Staff who were on Furlough Leave (and not paid their normal salary) are excluded from this data set in the same way employees on reduced sick pay are excluded; this approach is in line with guidelines issued by HM Gov.

The effect of Furlough (aka excluding staff not on normal pay) has impacted our Pay Gap significantly, making it appear as though the gap has reduced. In fact, the population of staff being compared has changed significantly from last year.

However, those on Furlough Leave must and have been included for the Bonus reporting element, again this is in line with HM Gov guidelines issued.

Additionally, during Covid-19 (commencing at the end of April-20) Bouygues UK (excluding staff working in the Bouygues TP-UK and VSL Systems UK operating areas) reduced working hours for all staff, earning over £50k per annum, by 20% and cutting salaries in the process. Although this is a reduction in normal salary this is not being treated as a reason to remove them from this data set; in the same way sickness and Furlough Leave is. This is because, the reduced pay was a result of reducing working hours. In effect, these staff are being treated as 'part time' employees; Bouygues UK took the decision to reduce working hours while the business adapted to Covid-19 working arrangements which reduced demands for full time attendance. Including such staff in the Bouygues UK data means high earners salaries appear 'reduced' when compared to what they earned last year. This explains the favourable reduction in Mean Pay Gap for Bouygues UK Ltd in 2020. Had these staff been removed from this data set we would in effect only be reporting on staff earning less than £50k and not a representation of our population.

Produced in line with UK Gov methodology: <https://www.gov.uk/government/collections/gender-pay-gap-reporting>

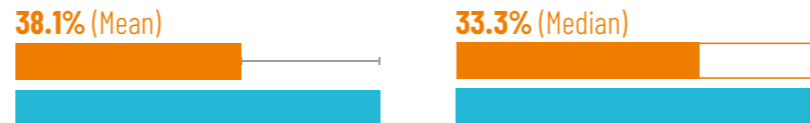
Gender split of employees



Gender pay gap



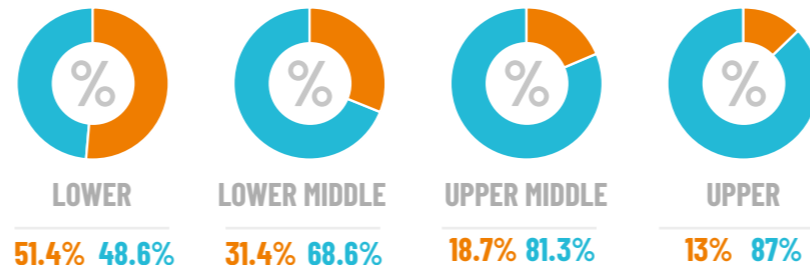
Gender bonus gap



Who received a bonus



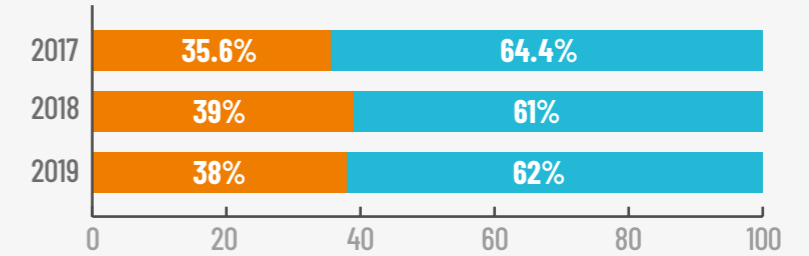
Pay quartiles



KEY: ■ Female ■ Male

Previous figures from 2017-2019

Gender split of employees



Gender pay gap

	2017	2018	2019
% Mean	31.7	32.7	36.3
% Median	41	38.4	41.3

Gender bonus gap

	2017	2018	2019
% Mean	47.8	37	49.9
% Median	50	31	17
% Males Receiving Bonus	18.6	33.3	36
% Females Receiving Bonus	8.37	32.2	43

Pay quartiles

	2017	2018	2019
% Lower	54.5	49.9	57.9
% Lower Middle	45.5	50.1	42.1
% Upper Middle	30.6	31.3	29.3
% Upper	69.4	68.9	70.7
% Upper Middle	14.5	21.3	20.1
% Upper	85.5	78.7	79.9
% Upper	11.6	11.1	9.7
% Upper	88.4	89.9	90.3

BOUYGUES ENERGIES & SERVICES SOLUTIONS

Gender Pay Gap Figures | As at 5th April 2020



There are two significant events which have impacted the results of this year's pay gap analysis.

Firstly, the relevant population for Bouygues E&S Solutions changed considerably in 2019 with the internal transfer of around 300 employees from sister companies. The transfers were composed of two key groups - skilled operatives which were heavily male and corporate support service staff which had more of a gender balance, but with some directors (male) who are high earners.

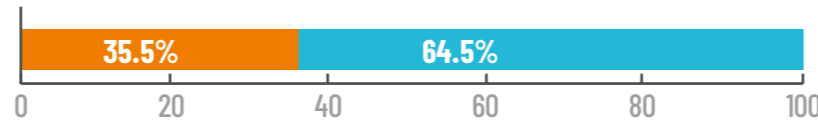
Secondly, the effects of the coronavirus health crisis meant that roughly 10% of employees were furloughed under the Government Job Retention Scheme. Due to the reduction in their pay at this time these employees have, in line with government guidance, been excluded from the pay gap data. These employees were most often in the lowest pay quartile and therefore, based on our demographic, more likely to be female.

As a result, the median hourly rate pay gap saw a rise to 21% (up from 14% the year before). At the same time however, there was a modest improvement in the mean hourly rate pay gap from 24% to 22.9%. There have been some improvements in the bonus pay gaps with the mean bonus pay gap reduced to its lowest level yet at 38.8%. It remains the case that men are more prevalent in the grades that contain contractual bonus provisions. Nevertheless, the median bonus gap fell to just 5.9% and reflects a more targeted approach to bonus monitoring.

In respect of the distribution of the genders in the pay quartiles, there was a reduction in the number of women in the lowest pay quartile, although this may have been partially affected by the furlough requirements. The lower middle quartile improved too. However, the upper middle quartile fell whilst the upper quartile remained static.

KEY: ■ Female ■ Male

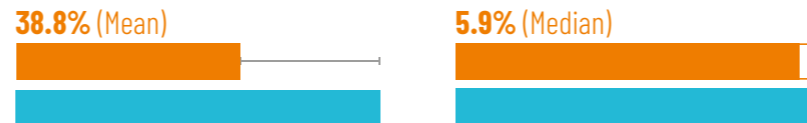
Gender split of employees



Gender pay gap



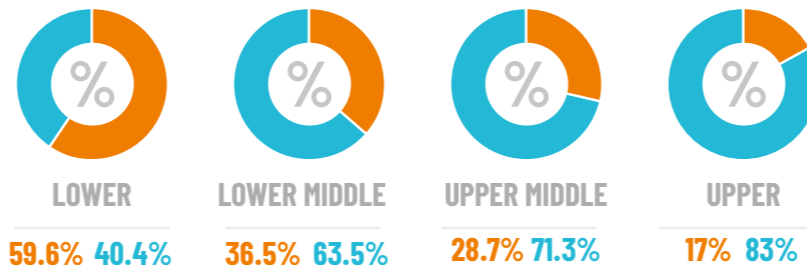
Gender bonus gap



Who received a bonus

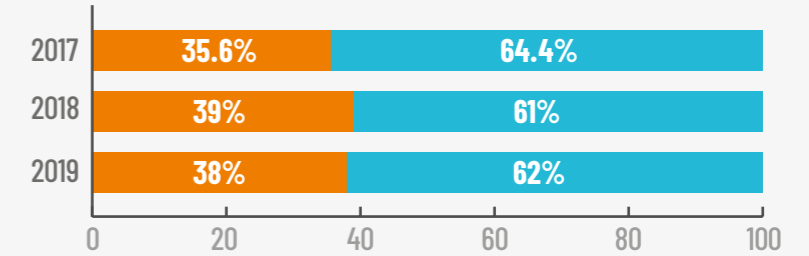


Pay quartiles



Previous figures from 2017-2019

Gender split of employees



Gender pay gap

	2017	2018	2019
% Mean	25.4	23.3	24
% Median	16.5	13.7	14.3

Gender bonus gap

	2017	2018	2019
% Mean	42	61.6	46.9
% Median	0	51.9	35.5
% Males Receiving Bonus	15.3	3.9	19.7
% Females Receiving Bonus	10.6	1.6	14.7

Pay quartiles

	2017	2018	2019
% Lower	61 39	61.6 38.4	63.9 36.1
% Lower Middle	36 64	38.4 61.6	33.5 66.5
% Upper Middle	27 73	35.9 64.1	35.7 64.3
% Upper	16 84	19.4 80.6	16.9 83.1

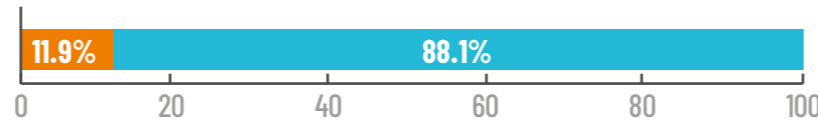
BOUYGUES ENERGIES & SERVICES CONTRACTING

Gender Pay Gap Figures | As at 5th April 2020



Bouygues Energies & Services Contracting is growing and as part of our growth journey we are dedicated to bridge the gap on our gender balance and bring more women into the business, there are positive signs already as we have seen over the past few months an increase in our female population. The gender pay gap continues to reduce as we focus more on alignment within the business.

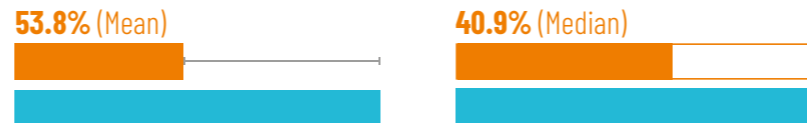
Gender split of employees



Gender pay gap



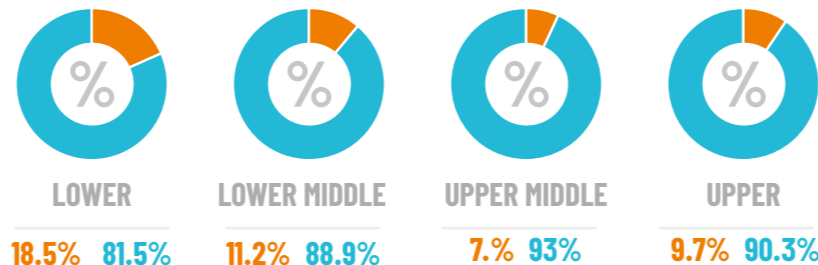
Gender bonus gap



Who received a bonus



Pay quartiles

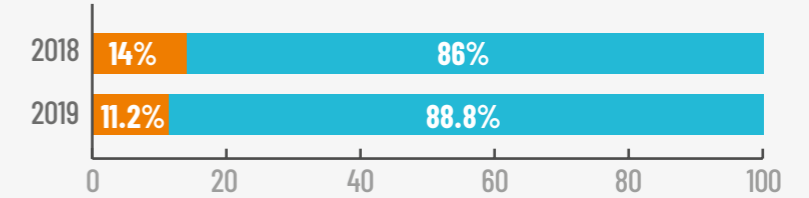


KEY: Female Male

Previous figures from 2018-2019

Bouygues E&S Contracting employee numbers only reached 250 in 2018 so no figures are available for 2017

Gender split of employees



Gender pay gap

	2018	2019
% Mean	41.5	36.6
% Median	38.8	35.5

Gender bonus gap

	2018	2019
% Mean	NA*	61.2
% Median	NA**	50
% Males Receiving Bonus	3.3	21.2
% Females Receiving Bonus	0	12

*As no females received a bonus during this reporting period, it is not possible to provide a mean for this.

**As no females received a bonus during this reporting period, it is not possible to provide a median for this.

Pay quartiles

	2018	2019
% Lower	38.1 61.9	27.3 72.7
% Lower Middle	11.3 88.7	12.7 87.3
% Upper Middle	4.8 95.2	1.8 98.2
% Upper	1.6 98.4	3.5 96.5