

**BOUYGUES  
CONSTRUCTION**

UNITED KINGDOM

# GENDER & ETHNICITY PAY GAP 2022



# BOUYGUES UK [incl. BYUK, TP-UK, VSL-UK, Axione UK]

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

### Gender split of employees



### Gender pay gap

31.8% (Mean)



34.3% (Median)



### Gender bonus gap

12.6% (Mean)



0% (Median)



### Who received a bonus

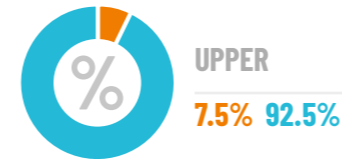
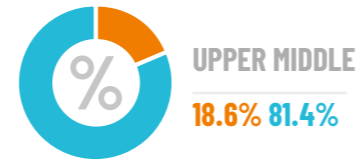
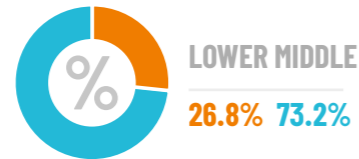
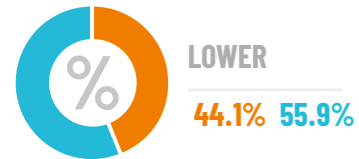
42.2%



43.4%



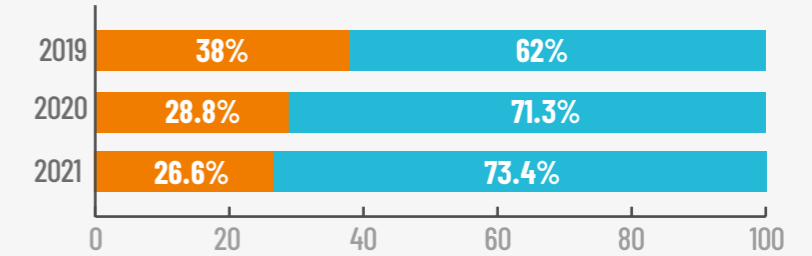
### Pay quartiles



KEY: Female Male

### Previous figures from 2019-2021

#### Gender split of employees



#### Gender pay gap

	2019	2020	2021
% Mean	36.3	31.2	33.1
% Median	41.3	29.7	35.2

#### Gender bonus gap

	2019	2020	2021
% Mean	49.9	38.1	32.7
% Median	17	33.3	20
% Males Receiving Bonus	36	44.8	46.9
% Females Receiving Bonus	43	47.9	45.5

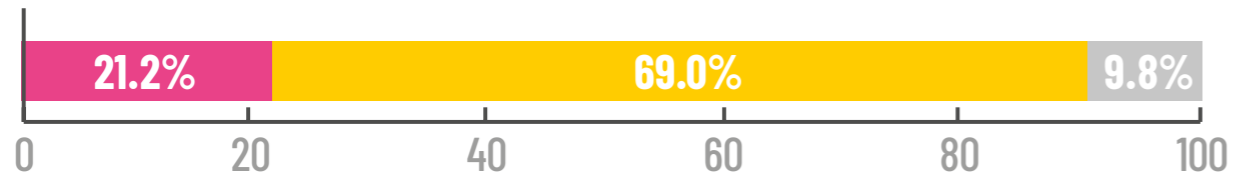
#### Pay quartiles

	2019	2020	2021
% Lower	57.9	51.4	49.5
% Lower Middle	42.1	48.6	50.5
% Upper Middle	29.3	31.4	27.6
% Upper	70.7	68.6	72.4
% Lower Middle	20.1	18.7	17.2
% Upper Middle	79.9	81.3	82.8
% Upper	9.7	13	9.5
% Lower	90.3	87	90.5

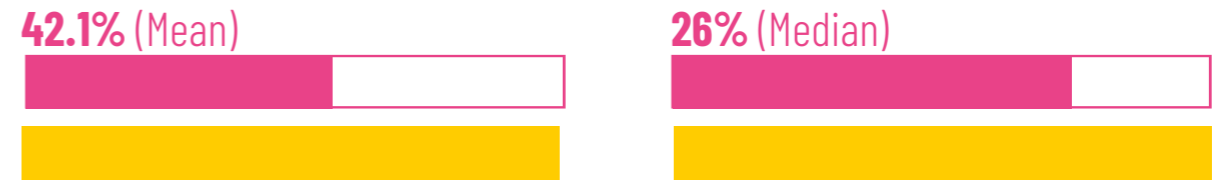
# BOUYGUES UK [incl. BYUK, TP-UK, VSL-UK, Axione UK]

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

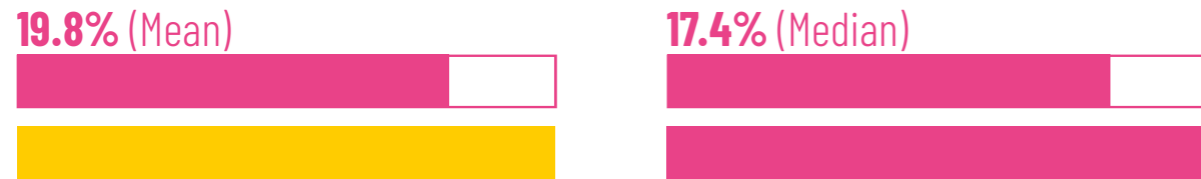
### Ethnicity split of employees



### Ethnicity bonus gap



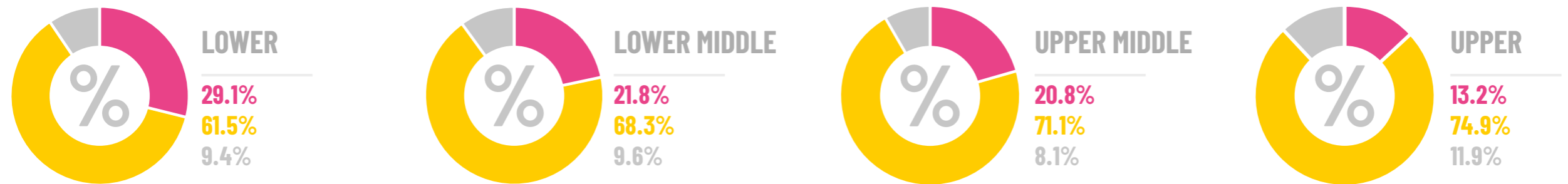
### Ethnicity pay gap



### Who received a bonus



### Pay quartiles



KEY: Ethnic minority White No Data

**Find out more at:** [www.bouygues-uk.com/media-news/](http://www.bouygues-uk.com/media-news/)

I can confirm on behalf of Bouygues (U.K.) Ltd., the previous figures (Gender & Ethnicity Pay Gap 2022) are accurate and have been produced using the relevant methodology and guidance provided by the UK Gov. Equalities Office. You can find more details at: [www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers](http://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers)

You can also access Bouygues (U.K.) Ltd's Gender Pay Gap data via the UK Gov. Gender Pay Gap Services here: [gender-pay-gap.service.gov.uk/Employer/QCk4ZdWt](http://gender-pay-gap.service.gov.uk/Employer/QCk4ZdWt)

Martin **SCHULZ**  
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