



GENDER & ETHNICITY

PAY GAP REPORTING 2023(24)



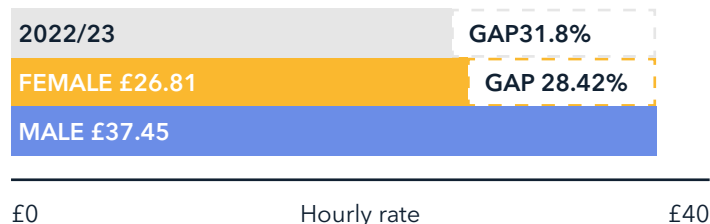
BOUYGUES UK LTD. INCL. BYUK, TP-UK, VSL-UK, AXIONE UK

GENDER PAY GAP FIGURES AS AT 5TH APRIL 2023

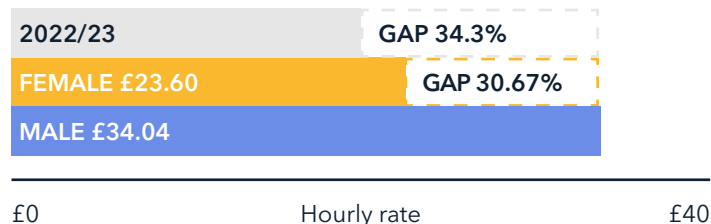
Gender split of employees



Mean [average] gender pay gap



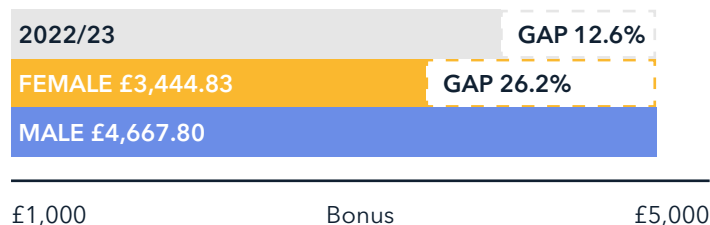
Median gender pay gap



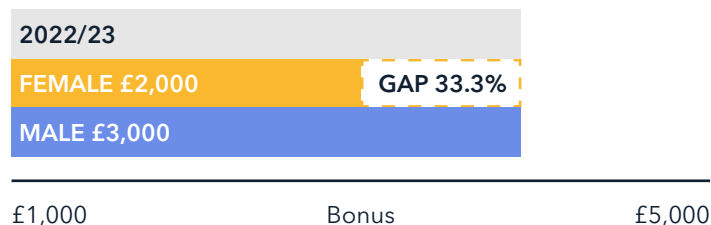
Those receiving a bonus, of relevant employees



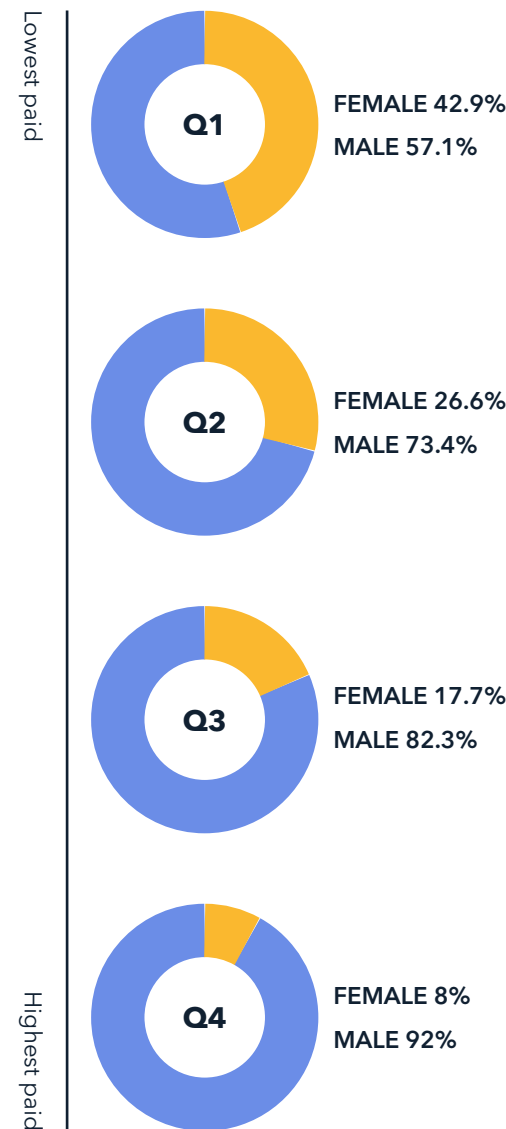
Mean [average] gender bonus gap



Median [average] gender bonus gap



Gender distribution by pay quartiles



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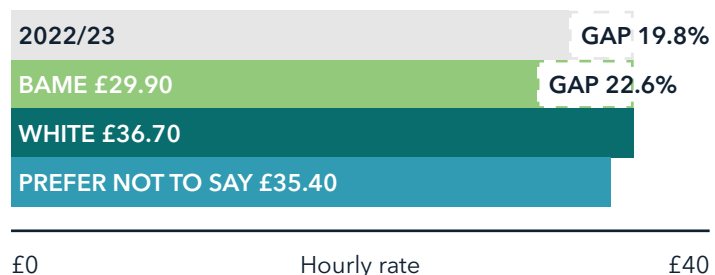
ETHNICITY* PAY GAP FIGURES AS AT 5TH APRIL 2023

*BAME = Black, Asian, and Mixed Ethnicity.
 *WHITE = White British, White Irish, White European/other.
 PNTS = Prefer not to say.

Ethnicity distribution



Mean [average] ethnicity pay gap



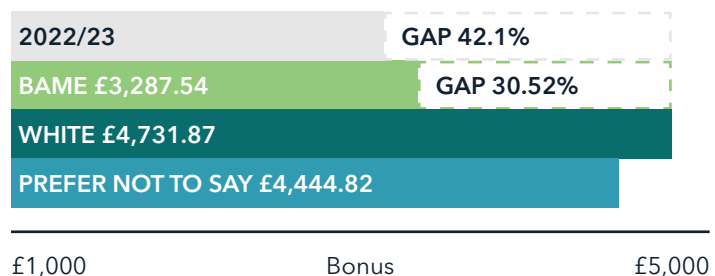
Median [average] ethnicity pay gap



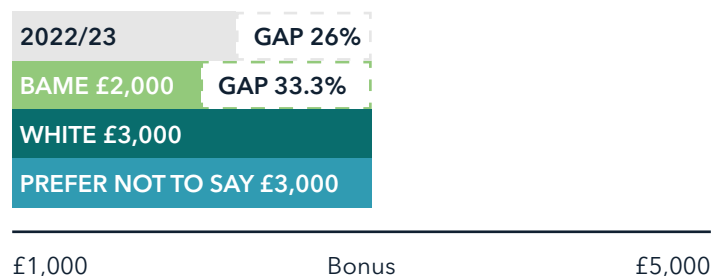
Those receiving a bonus, of relevant employees



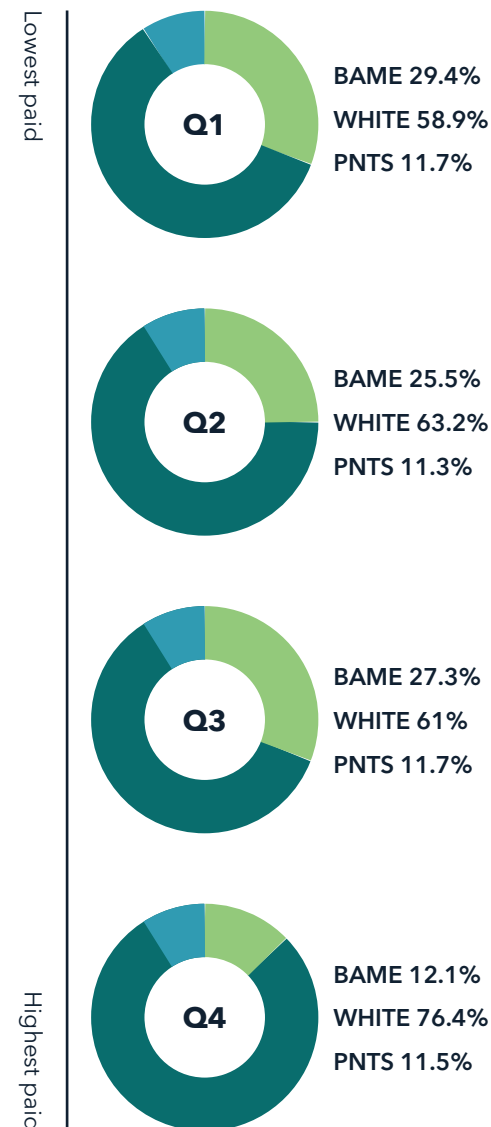
Mean [average] ethnicity bonus gap



Median ethnicity bonus gap



Ethnicity distribution by pay quartiles



FIND OUT MORE AT:

WWW.BOUYGUES-UK.COM/MEDIA-NEWS/

I can confirm on behalf of Bouygues (U.K.) Ltd., the previous figures (Gender & Ethnicity Pay Gap 2023) 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

Didier CLOIX

HR Director

