



# GENDER & ETHNICITY PAY GAP REPORTING 2024(25)



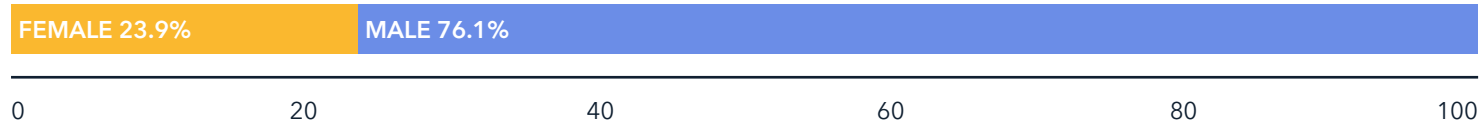
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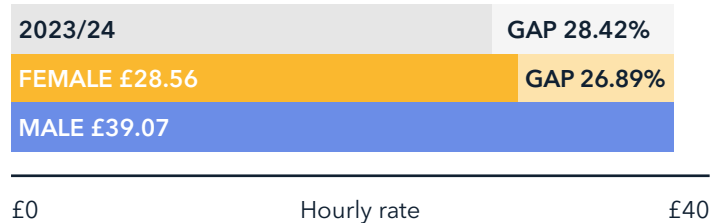
# BOUYGUES UK LTD. INCL. BYUK, TP-UK, VSL-UK

## GENDER PAY GAP FIGURES AS OF 5TH APRIL 2024

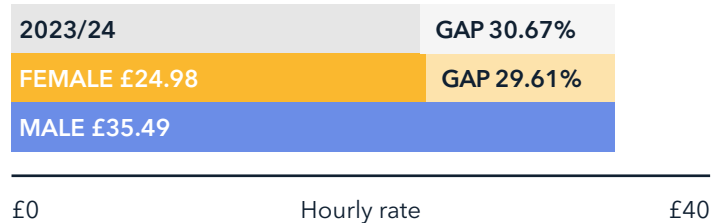
### Gender split of employees



### Mean [average] gender pay gap



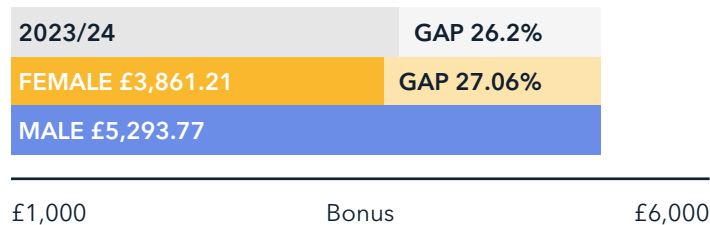
### Median gender pay gap



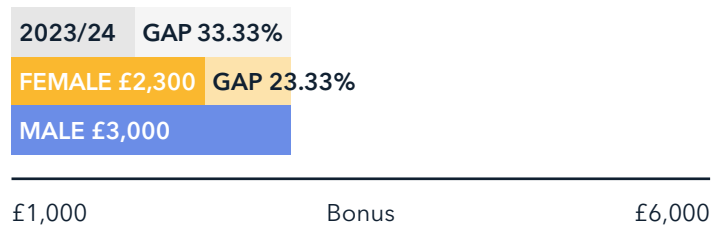
### Those receiving a bonus, of relevant employees



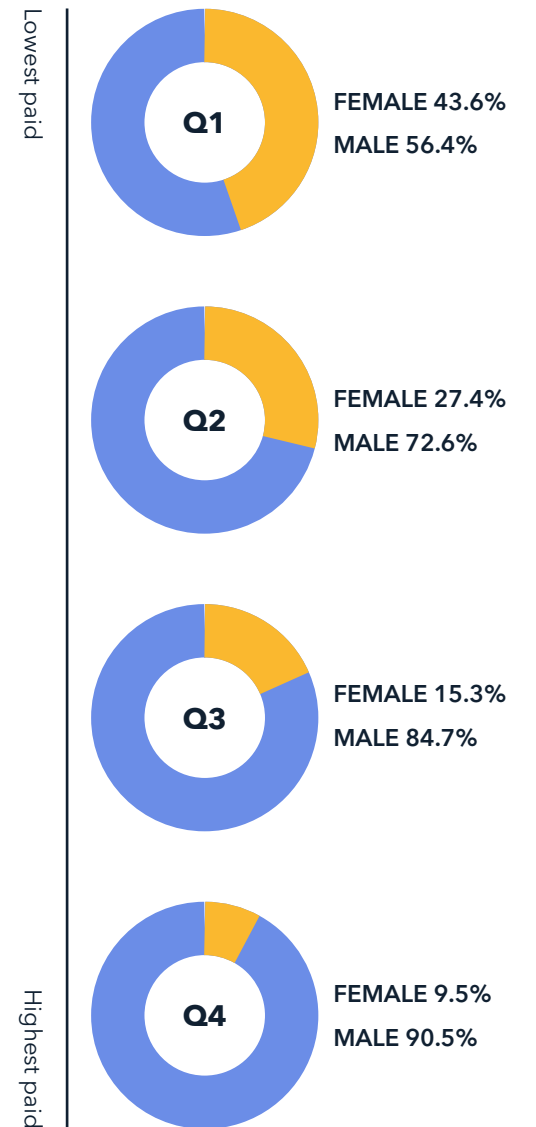
### Mean [average] gender bonus gap



### Median [average] gender bonus gap



### Gender distribution by pay quartiles



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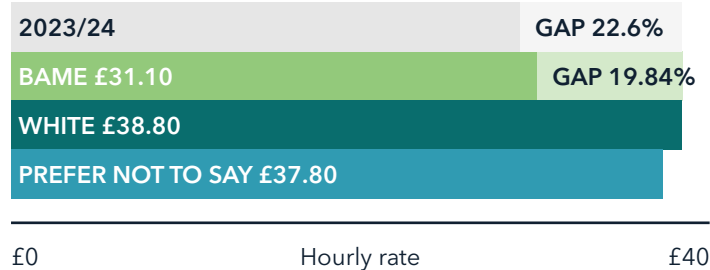
## ETHNICITY\* PAY GAP FIGURES AS OF 5TH APRIL 2024

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

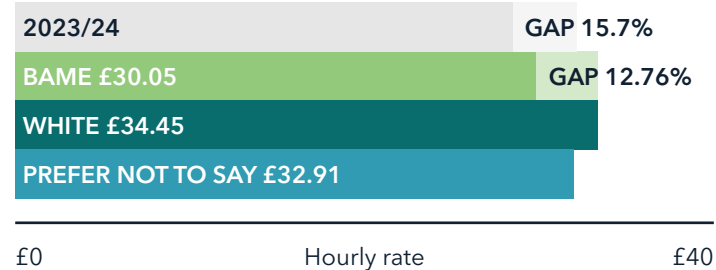
### Ethnicity distribution



### Mean [average] ethnicity pay gap



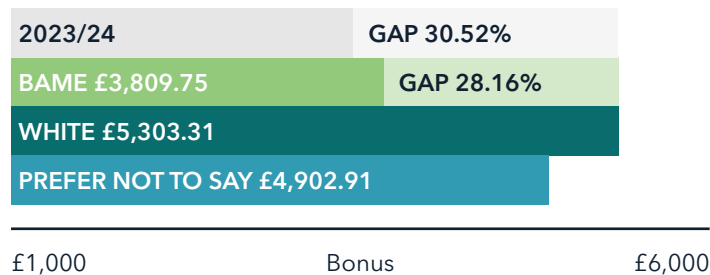
### Median [average] ethnicity pay gap



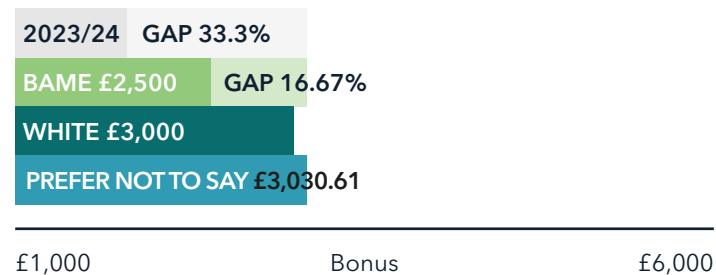
### Those receiving a bonus, of relevant employees



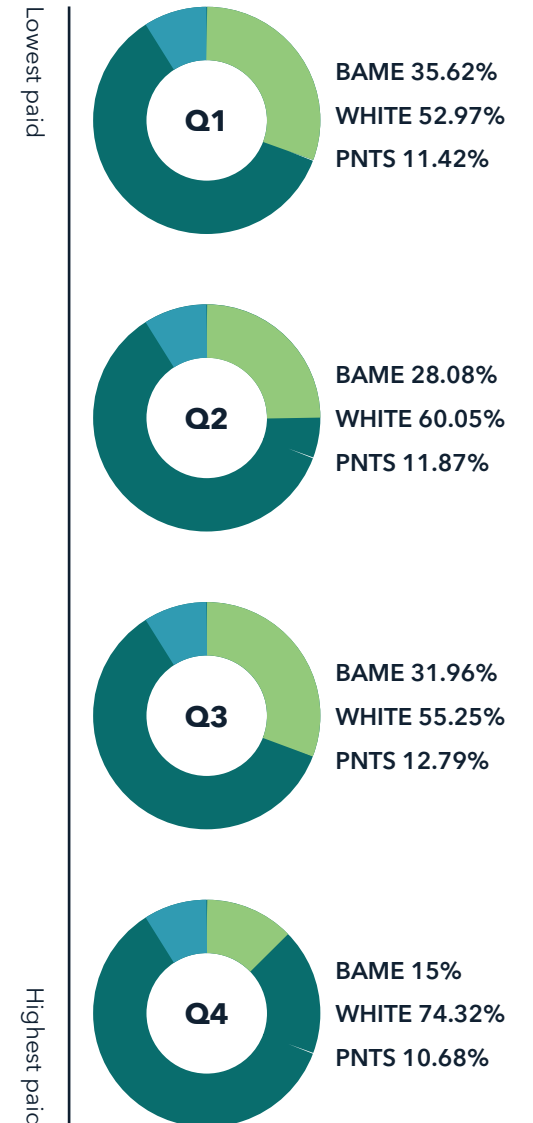
### Mean [average] ethnicity bonus gap



### Median ethnicity bonus gap



### Ethnicity distribution by pay quartiles



## FIND OUT MORE AT:

[WWW.BOUYGUES-UK.COM/MEDIA-NEWS/](http://WWW.BOUYGUES-UK.COM/MEDIA-NEWS/)

I can confirm on behalf of Bouygues (U.K.) Ltd., the previous figures (Gender & Ethnicity Pay Gap 2024) 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)

**Didier CLOIX**

HR Director



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