

Amalgamated Construction Ltd (hereafter referred to as AmcoGiffen) provides a diverse range of specialist construction and multi-discipline engineering services. We create and maintain infrastructure assets for both public and private sector customers in the specialist sectors of rail and engineering throughout the UK.

AmcoGiffen works collaboratively with its customers and has evolved through a combination of structured acquisition and organic growth into a 'contractor of choice'. Our business relationships are based on trust, mutual respect, best value, whole-life costs, and continuous improvement.

AmcoGiffen's experience includes working on live assets such as rail, power generation, electricity distribution, clean water, flood defense, and waterways.

This is AmcoGiffen's sixth report and is for the snapshot date of 5 April 2022. On the snapshot date, AmcoGiffen employed 1368 relevant colleagues.

Gender Balance

The proportion of female colleagues within AmcoGiffen has improved by 5% and now stands at 12.3%.



Female 12.3%

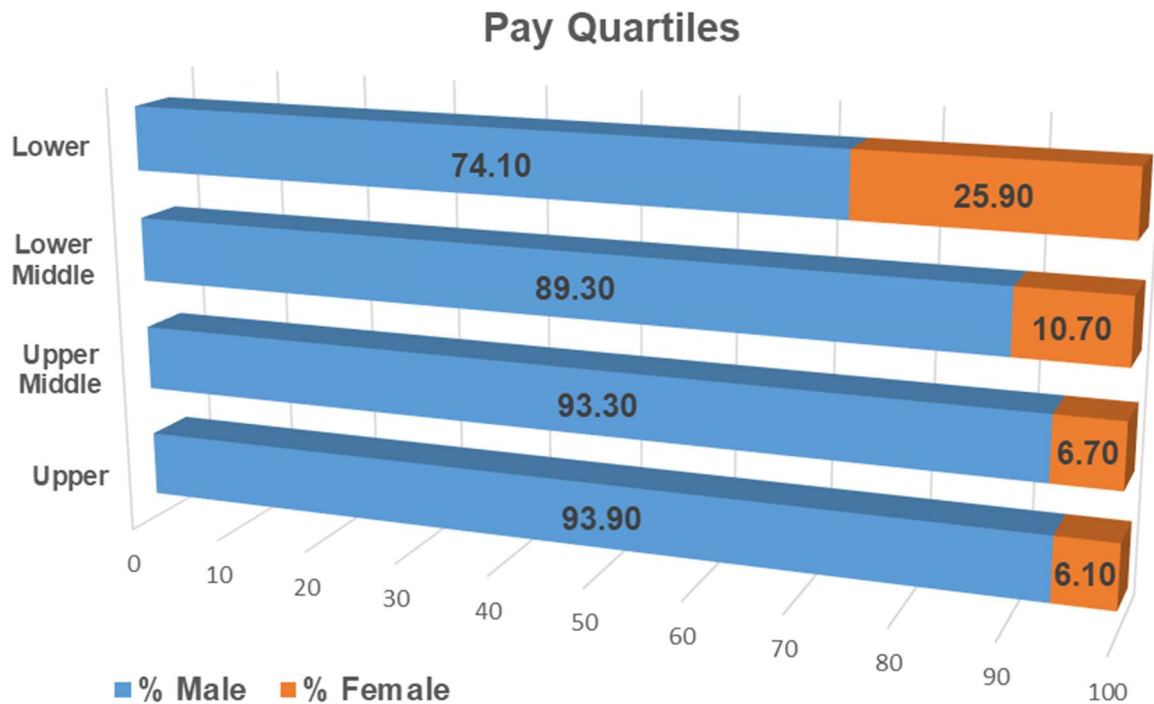
Male 87.7%

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	Percentage	% Last Year	% Change
Mean Gender Pay Gap	27.4%	28.3%	3.2%
Median Gender Pay Gap	29.0%	29.8%	2.7%
Mean Gender Bonus Gap	35.8%	85.8%	58.3%
Median Gender Bonus Gap	-35.1%	72.7%	148.2%
% of Male Colleagues Receiving a Bonus	5.4%	4.7%	14.9%
% of Female Colleagues Receiving a Bonus	1.1%	1.2%	8.3%

Both the AmcoGiffen Mean and Median Gender Pay Gaps have improved during the period. This is primarily due to an increase in female colleagues within the highest pay quartile.

Pay Quartiles by Gender



AmcoGiffen is committed to the principles of equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

AmcoGiffen has a clear policy of paying colleagues equally for the same or equivalent work, regardless of their sex, or any other characteristic set out above.

The percentage of female colleagues within the lowest pay quartile reduced this year with an overall increase in the two highest pay quartiles.

How does AmcoGiffen's gender pay gap compare with that of other organisations?

The mean gender pay gap for all jobs (according to the Provisional 2022 ONS figures) is 13.9%, while in the construction sector it is 12.8%.

The median gender pay gap for the all jobs (according to the Provisional 2022 ONS figures) is 14.9%, while in the construction sector it is 15.8%.

Comparisons with other organisations

	AmcoGiffen	Provisional 2022 ONS All jobs	Provisional 2022 ONS Construction
Mean gender pay gap	27.4%	13.9%	12.8%
Median gender pay gap	29.0%	14.9%	15.8%

A number of organisations similar to AmcoGiffen have submitted Gender Pay Gap reports typically identifying a mean gender pay gap between 3% and 39% and a median gender pay gap between 3% and 44%.

What is AmcoGiffen doing to address its gender pay gap?

AmcoGiffen has had better success in attracting female applicants for roles in its support services. However, the proportion of females applying for operational, technical, and senior management roles remains relatively low.

We believe that the reason for this is that in general, construction and civil engineering do not attract a sufficient number of females into the industry in order to fill the vacancies on offer.

AmcoGiffen is fully committed to promoting gender diversity in all areas of its workforce by various means including the following:

- Introducing a periodic colleague survey (the first survey ran in September 2022) to establish accurate data (including diversity) to assist in targeting specific areas for improvement
- Introducing an engagement calendar to inform all our colleagues about our ongoing diversity & inclusion initiatives and campaigns - including 'International Women's Day' and 'International Women in Engineering Day'
- Encouraging females to apply for all vacant positions
- Challenging recruitment agencies to actively seek suitable female applicants for all AmcoGiffen vacancies they deal with
- Promoting AmcoGiffen and the civil engineering and construction industry in general, as an attractive career prospect regardless of gender, at various educational establishments and job fairs
- Promoting our graduate programme to a diverse audience of candidates. 50% of our 2022 intake of 12 graduates were female
- Encouraging young female students at the AmcoGiffen Academy, established in close partnership with Barnsley College, to view the civil engineering and construction industry as an attractive career prospect and to sign up for the AmcoGiffen pre-apprenticeship study programme
- Utilising our Diversity and Inclusion forum (with representatives throughout the organisation) to promote and improve equality across the organisation
- Encouraging females to apply for AmcoGiffen's apprenticeship scheme

- Working with the Railway Industry Association (RIA), Women in Rail (WIR) EDI Charter and the Rail Unites for Inclusion group, our Diversity and Inclusion Champion is working collaboratively with other similar organisations to champion diversity and inclusion and share best practice, working together to build an equal and fair high performing sector
- Established a Women at AmcoGiffen group currently, with 17 members spread throughout the UK, who meet on a regular basis and whose purpose is to create a culture of opportunity, growth and change
- Utilising our performance, development, and talent management programmes
- Utilising and expanding our enhanced family-friendly policies
- Being a 'Living Wage' employer.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all.

In the coming year, AmcoGiffen is also committed to:

- Refreshing and updating our Diversity and Inclusion Strategy
- Delivering updated mandatory Diversity and Inclusion training to all colleagues
- Continuing to review our recruitment processes, including how we advertise roles, to reduce unintended gender bias in our adverts or job descriptions
- Reviewing and improving our flexible working policies
- Working with STEM Learning to increase our STEM ambassador population and developing partnering schemes with various educational establishments to raise the awareness of pupils, parents and teachers, of the different career opportunities available within construction and to help dispel any misconceptions and stereotypes
- Improving our graduate programme which will continue to target diverse candidates.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, **John Booth, Managing Director**, confirm that the information in this statement is accurate.

Signed:



Date: 20th February 2023

