



**Waterman Infrastructure
and Environment
Gender Pay Gap Report
2023**

Please consider the environment before printing

Foreword

“From April 2017, any organisation with 250 or more employees must publish their gender pay gap annually, as mandated by the UK Government.

Waterman Infrastructure and Environment, as a part of the wider, Waterman Group, is committed to creating equal opportunities for all. We recognise the benefits of employing a diverse range of individuals. We are striving to generate a workforce where creativity thrives, and our differences are respected and valued.

Waterman has a diverse range of policies including flexible working and enhanced maternity and paternity, to support our colleagues needs.”

Andrew Ferguson
Managing Director



Gender pay gap figures

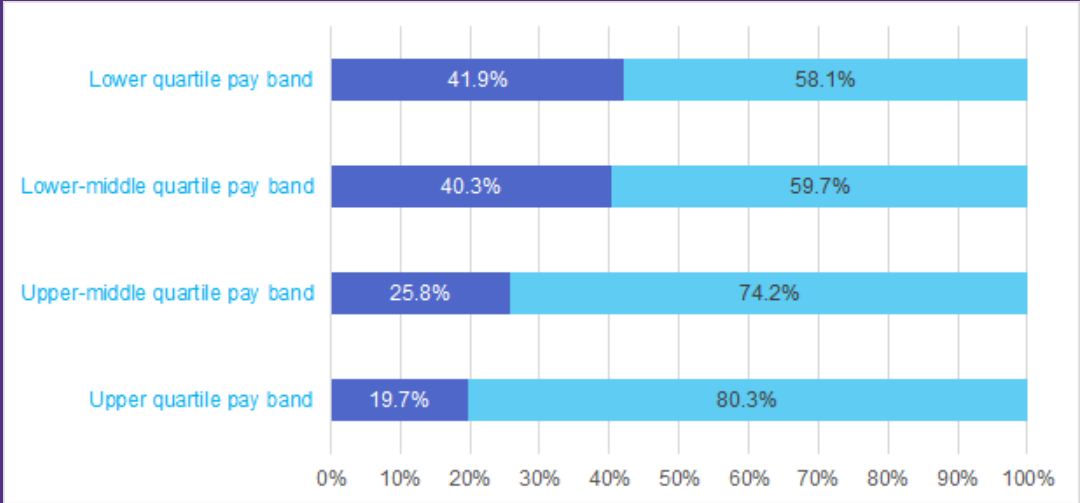
The table below shows our mean and median gender pay gap as at the snapshot date 5th April 2023

	Mean	Median
Pay gap	16.8%	18.3%
Bonus gap	36.2%	37.5%

Proportion of males & females in each quartile

As required by the mandatory reporting, the chart below illustrates the gender distribution across our business in four equal size quartiles.

● Male
● Female

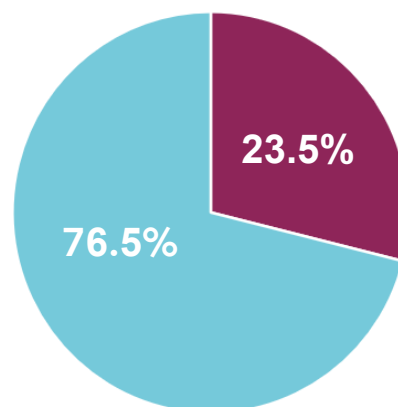


Proportion of males & females receiving a bonus

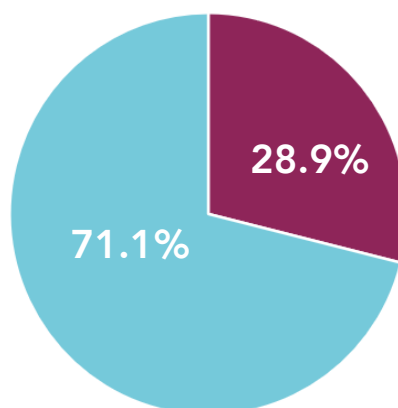
The charts here show our gender bonus gap for bonuses received in the 12 months prior to 5th April 2023.

- Did not receive a bonus
- Received a bonus

Female



Male



Understanding the gap...

Our pay gap is not an equal pay issue, Waterman Infrastructure and Environment has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender, across the business.

Historically, engineering has been a male dominated industry with a shortage of women entering the profession. It is pleasing to see this beginning to change, with increased awareness of STEM careers and targeted approaches to encourage women to consider a career in engineering. From analysing our pay and bonus gap, we can determine the main reason for this gap is that our business has a higher proportion of men (68%) than women (32%) overall and therefore natural progression tends to result in slightly lower female representation in more senior and consequentially higher paying roles.

The proportion of men (28.9%) and women (23.5%) at Waterman Infrastructure and Environment who received a bonus in the 12 months up to 5 April 2023 is indicative of our policy to pay bonuses to senior employees. Again, in this senior group there is a higher proportion of males to females.

This is the first year that Waterman Infrastructure and Environment have been required to publish their gender pay gap and whilst it is acknowledged that a gender pay gap exists and Waterman Infrastructure and Environment is committed to fair and inclusive recruitment practices, the shortage of women in the engineering profession presents a unique challenge to closing this gap, for which Waterman Infrastructure and Environment are and continue to take steps to address.

What are we doing to address the gap?

We need to address the gender balance at all levels and encourage more women to take up a career in engineering. With this in mind, we have several initiatives underway...

Education & Awareness

Continue to increase and develop the work we do within our communities, schools, colleges, universities and other educational establishments to improve the awareness of our industry and to encourage students to choose STEM (Science, Technology, Engineering and Mathematics) subjects that lend themselves to a future career in engineering. Our STEM ambassadors are key to this aim.

Recruitment

Continuously review and monitor our recruitment processes to ensure they are accessible to all.

Engagement

Through surveys and creating an inclusive environment where reward, recognition and feedback is positively welcomed to enable everyone to thrive as individuals.

Development

Our career development processes recognise successes and offer progression opportunities based on merit. We are proud to have visible female role models in leadership positions and will continue to develop our people at all levels, supported by our 'family-friendly' policies, to encourage progression into more senior roles.

Retention

Our policies include occupational enhanced maternity pay, and actively encourage employees to return to work following this leave. This allows our employees to further their careers, with the opportunity of working from home, part-time and flexible working. We support employees in achieving a healthy work-life balance and are committed to offering meaningful career development opportunities at all levels. We encourage employees to have a voice within the workplace and recognise the working environment is constantly evolving.

"We are committed to closing the gap, through our participation in events and initiatives, to raise awareness and improve education around the diverse opportunities for a career in STEM. Through our visible female role models we hope to continue to influence future female generations to choose STEM and become the leaders of the future, whilst ensuring we continue to be able to attract, recruit and retain a diverse workforce with the necessary skills and experience for our future success."

Andrew Ferguson

