



Gender Pay Report 2024





Octavius Infrastructure Limited

Gender pay gap report – April 2024

Statement

Octavius has a clear goal to create a more inclusive culture for all women and improve their representation in our workforce. We continue to measure and assess our gender representation, and reducing our gender pay gap is integral to attracting and retaining diverse talent in our business.

We are pleased to report that overall, the percentage of women in our business has risen to 25.9%, an increase of 4.5%. We have a gender pay gap that is currently at 22%, which has increased by 1.4% since 2022. The reason for this is recruitment of more women in entry level positions. Inclusive recruitment is something we will be focussing on in 2024/25. We are in the process of launching our inclusion strategy, which sets out our approach to maximising opportunities for not just women but all other under-represented groups. We have also seen the representation of women increase as we strive to become “an employer of choice”.

I confirm that the data within this gender pay report is accurate and has been produced in line with the legislative requirements.

John Dowsett





1.0 What is a gender pay gap?

The gender pay gap is a measure of the difference in the gross hourly pay of men and women in a business, regardless of the nature of their work in an organization. It does not consider people's roles or seniority, and it is important to note that it is different from an equal pay comparison, which is a direct comparison of two people or groups of people carrying out the same, similar, or equivalent work. Equal pay is a legal requirement covered by the Equality Act 2010. One of the main reasons there is a gender pay gap in our society is that men are more likely to be in senior roles. This is a particular issue in the construction and engineering industries, which have traditionally been male-dominated environments.

1.1 What is Gender pay gap reporting?

Since 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations require any UK business employing 250 or more employees to publicly report its gender pay gap. The gender pay gap is the difference in the average earnings between men and women in a business, regardless of roles. Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women doing equal work.

1.2 What is included in hourly pay calculations?

Calculations are based on data from 5th April 2024, which includes normal pay and bonuses. Normal pay can include pay for leave and shift premiums. It excludes overtime, redundancy / termination of employment, pay in lieu of leave or the value of non-monetary benefits.

Bonus pay includes profit productivity or performance related pay. We use all pay data for our employees and apply the calculations set out in the Gender Pay Gap reporting regulations.

The data we use relates to:

- 1) Basic pay
- 2) Paid leave
- 3) Maternity and paternity pay
- 4) Company sick pay
- 5) Bonus pay



1.3 How do we calculate the gender pay gap?

We use pay data from all our employees and apply the calculations set out in the Gender Pay Gap reporting regulations. The pay data covers all roles and a wide variety of pay rates. To calculate the median Gender Pay Gap, we first separate male and female employees and arrange their hourly earnings in numerical order. The median value is the middle number, and we calculate this for both women's and men's hourly pay and report the percentage difference.

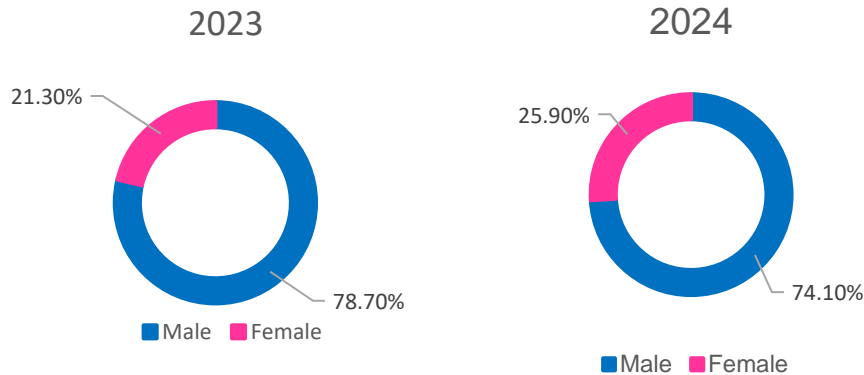
For example, if there were 999 male employees the median male salary would be the salary of the 500th highest paid male employee. The median female salary would be calculated in a similar way. So, if there were 499 female employees the median would be the salary of the 250th highest paid female. The mean Gender Pay Gap involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean averages as % difference in average hourly pay between men and women.



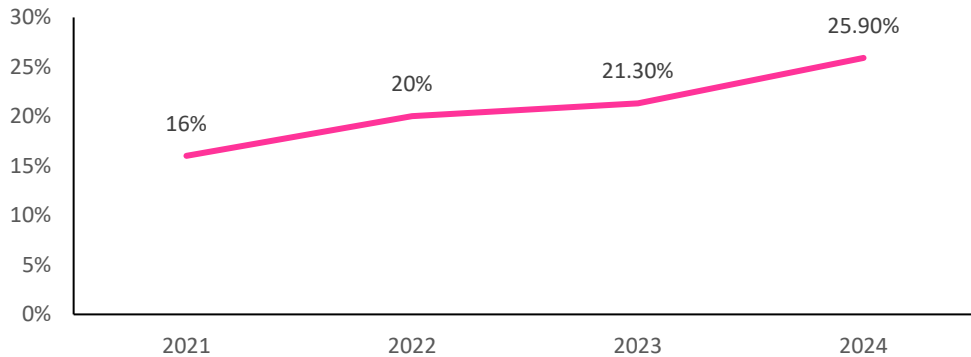


2.0 Our gender balance in April 2024

Our total number of permanent employees on 4th April 2024 was 587, an increase from 494 in 2023. Due to our more inclusive recruitment practices, we have raised our female representation in the business from 105 women in 2023 to 152 women in 2024. This means that, in the past year, 30% of all new permanent employees were female. The increase in female representation in the business is reflected in the following graphs.



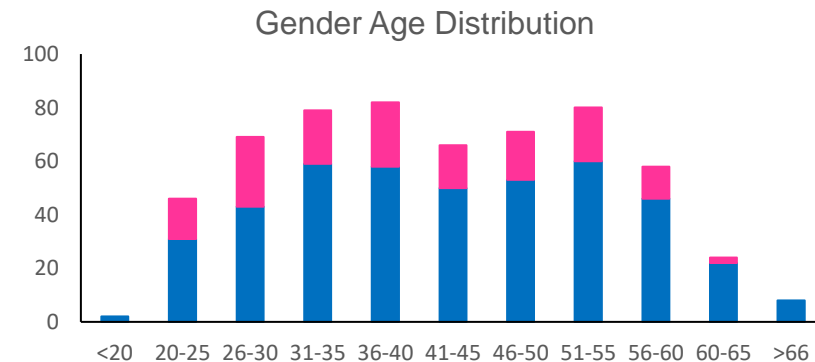
Year-over-year female representation (%)



The distribution of females across the business is relatively consistent in terms of age, except at the extreme age ranges, where there are fewer females.

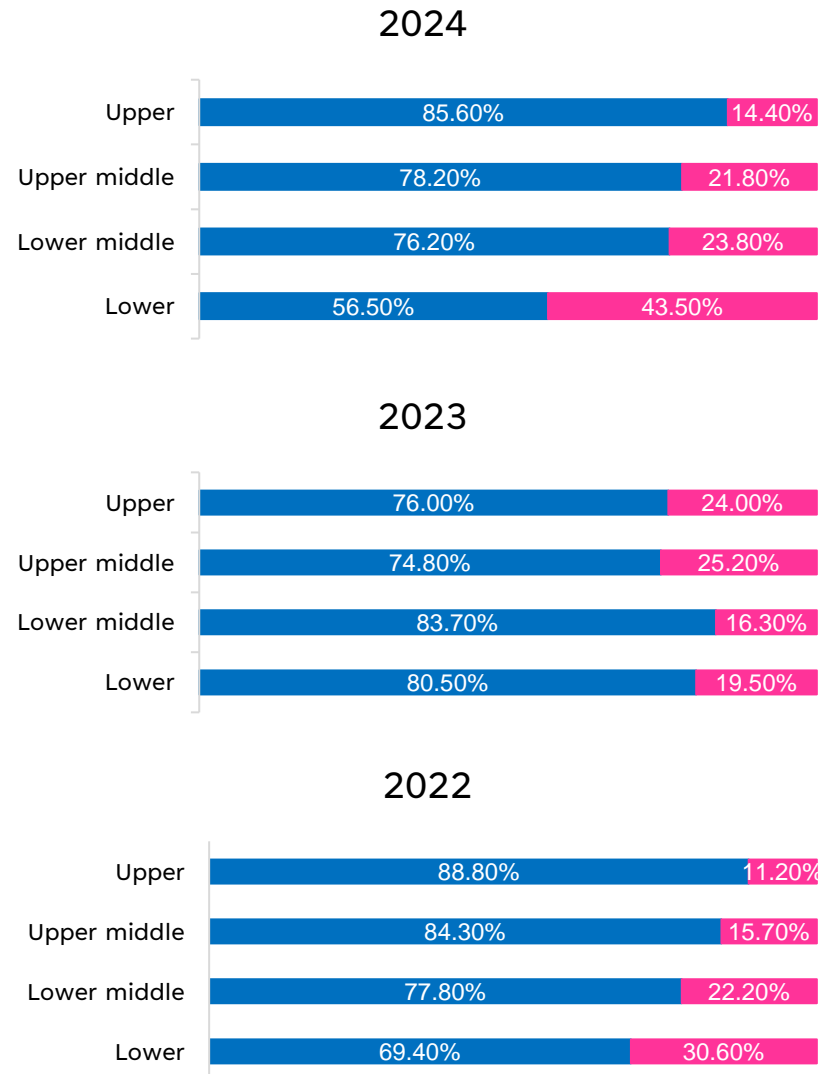
All Age range	All	Male	Female	% Female
<20	2	2	0	0.00%
20-25	46	31	15	32.61%
26-30	69	43	26	37.68%
31-35	79	59	20	25.32%
36-40	82	58	24	29.27%
41-45	66	50	16	24.24%
46-50	71	53	18	25.35%
51-55	80	60	20	25.00%
56-60	58	46	12	20.69%
60-65	24	22	2	8.33%
>66	8	8	0	0.00%
Totals	585	432	153	25.98%

Overall, this distribution of the workforce and age ranges is representative of our industry, but it suggests that more women leave the industry as their age increases





Percentage of females in each quartile



Our Gender distribution in each quartile

The table shows the percentage of men and women in each pay quartile. Quartiles are calculated by listing the hourly rates of pay for each employee from lowest to highest. The lists are split into four equal (or nearly equal) sized groups and the percentage of males and females in each group is reported. The results are displayed in Table 1 and Figure 1.

The business has seen an increase in the total number of women from 105 to 152, representing an overall percentage increase of 4.6% from last year. The most significant growth has been in the lower quartile and lower middle quartiles, while there has been a decline in the number of women in the upper middle and upper quartiles. This overall trend indicates that more women are entering our business at junior levels. While this is a positive sign of inclusive recruitment, we still need to focus on attracting and retaining more senior women to truly reflect society.



Calculation of the median and mean hourly pay differentials

Quartiles for males and females are sorted by hourly pay for each employee from lowest to highest. The median is the middle hourly rate value of each quartile, and the mean is average hourly rate value in each quartile. By comparing the median and mean values, we can identify the overall difference in hourly pay between men and women, both overall and within each quartile. This analysis is outlined below;

Median pay gap data					
	All quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
2024	22.00% ↑	7.60% →	21.10% -↑	20.80% ↓	17.30% -↑
2023	16.90%	7.60%	18.70%	21.90%	16.00%
2022	20.60%	8.20%	20.20%	20.70%	17.20%
Average pay gap data					
	All quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
2024	14.7% ↓	7.6% ↑	21.2% -↑	20.4% ↓	14.7% →
2023	15.40%	6.60%	18.40%	20.60%	14.60%
2022	15.40%	8.30%	19.10%	20.80%	16.50%

What does our pay gap tell us?

A positive pay gap percentage indicates that a specific population has overall lower pay or bonus payments compared to the majority demographic (men or white population). A negative pay gap percentage indicates that the represented community (women or ethnic minority populations) has overall higher pay or bonus payments compared to the majority demographic (men or white population). We capture this data annually to compare how the figures have changed over time. A negative change value implies that the gap has decreased, whereas a positive change value indicates that the gap has increased.

Clearly, compared to 2023, the median and mean salary values in the business remain higher for men than for women across the entire company, regardless of which quartile an individual is in. The reasons for this are varied, but they include more women entering the business in the lower quartiles and holding different roles compared to their male counterparts. In the upper quartiles, we see fewer females entering the business and at lower levels of seniority.



Reducing the gap – data led action

According to official figures, while just under half of the UK workforce are now female, between 14% and 21% percent of workers in construction and infrastructure are women, and they are mostly in secretarial, administrative, design and project management roles. Although there are encouraging signs of improvement, the persistent gender pay gap is largely due to the underrepresentation of women in our industry. To address this, we need to make significant improvements in attracting and retaining talent from all under-represented groups, not just women.

Anecdotal evidence also suggests that the male-dominated construction industry remains a difficult place for women to work. Inflexible working conditions, macho attitudes, inappropriate behaviours, gender stereotyping and poor working conditions, that do not take sufficient account of women's health, safety and welfare and the need for work-life balance, all combine to create a working environment that is simply not female-friendly.

We are fully aware of these challenges and are taking active steps to address them, making our business more attractive to women and supporting our workforce as advocates for change. We willingly and enthusiastically embrace and celebrate our differences — in experiences, backgrounds, ways of thinking, and working. Being inclusive is not only the right thing to do; it also means that our colleagues are more engaged, motivated, and productive.

Concerns

- Challenges of attracting women to the industry
- All people being treated fairly
- Diversity in senior roles
- Geographical spread

Actions to take

- More visibility on the inclusion networks
- More visibility on recruitment practices
- More attraction of women
- More diversity in senior roles

Why is Equality, Diversity, and Inclusion Important to Us?

We are pleased to report that we achieved a score of **7.8/9** for satisfaction with our support for diversity and inclusion, and **8.1/9** for employee pride in working at Octavius.

Over the past year, we have promoted **17** women and welcomed **43** new female employees to our team. However, **20** women have left the company.

With **30%** of our new hires being women, we remain committed to prioritising gender diversity in our recruitment efforts.

While these results are positive and reflect our commitment to being a caring and inclusive organisation, our recent colleague engagement survey suggests there is still more we can do to enhance diversity and inclusion. Embracing inclusivity not only fosters greater engagement, motivation, and productivity but also drives our dedication to furthering our efforts in Engaging, Educating, and Supporting to achieve the highest standards.



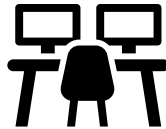


Initiatives we have introduced since 2022

Since 2022, we have focused on attracting more female talent across all levels of our organisation. We have successfully recruited women in junior, middle, and senior roles. Our EDI strategy prioritizes attracting diverse talent. Our Employee Engagement Survey enables us to obtain data on the diversity of our business and how we are viewed by our employees on issues such as discrimination and flexible working.

By creating a more inclusive environment for all at Octavius, we aim to encourage women to join the business and improve our recruitment, development and retention efforts. We are committed to creating a workplace where women can learn, grow, and thrive. These are the actions we are actively taking to help close the gender gap.

1. Offering flexible working



Flexible working benefits both employers and employees by breaking down unseen barriers to employment. It creates opportunities for individuals who might otherwise struggle to apply for jobs (parents, carers, those with a disability).

This not only permits a more diverse workforce, but also leads to improved financial returns for a business. By making all roles 'flexible' by default, advertised as such, and available from day one, it both expands the pool of job applicants and fosters an enhanced sense of motivation and company.

2. Investigating targeted benefits



We are exploring how our benefits can better support women, parents, and caregivers. For instance, we are considering options like allowing employees to purchase additional leave, providing compassionate leave, or offering unpaid leave for those who need to care for a dependent loyalty.



3. Encouraging shared parental leave

We are encouraging shared parental leave and have created fairer paternity and maternity policies to support parents in returning to the workplace after childbirth.



4. Reviewing salary and benchmarking roles

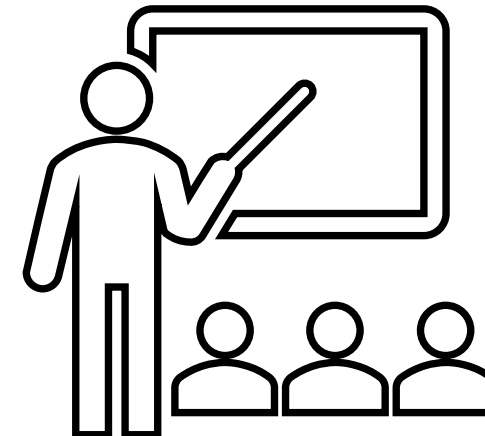
We recognize our moral obligation to promote fairness and equality in society. The gender pay gap not only has a significant impact on women and families, but also on businesses and the economy at large. We are committed to undertaking a review of pay and levelling up of some of our gaps in pay.

5. Creating a supportive network

We have introduced an Equality, Diversity, and Inclusion plan and launched a women's support network to provide guidance and assistance to the women in our organisation. This includes undertaking surveys, training and initiating mentoring for our women employees.

6. Recruitment and Selection

We have inclusive recruitment, selection criteria and training for hiring managers to reduce bias in the recruitment process` to Improve our business statistics and those of the industry.





Our commitment to continuous improvement

Our employee networks, known as Atlas, play a crucial role in fostering safe environments where employees can openly share their feedback. We not only consider internal feedback but also evaluate ourselves against external inclusion benchmarks. Feedback is essential to our culture of continuous improvement, helping us refine our practices to achieve best-in-class standards.

Our Inclusion Networks

- Atlas / Intranet
- STOPThink! Network
- Social Value Network
- Women's network



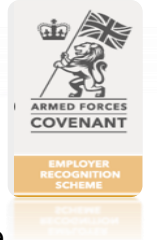
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2022/23

Became a Disability Confident Employer



Achieved a Bronze Award in the Armed Forces Covenant Employer Recognition Scheme



Opened to Immigration Scheme

2023/24

Became a member of the 5 % Club

Launched an Inclusion Network

Conducted an Engagement Survey with EDI Questions

Launched STOPThink! EDI Model