

Gender Pay Gap Report 2019

“When I was appointed Chief Executive of Amey in December 2019, I made it clear that creating an inclusive culture was one of my top priorities for the business. As a female business leader, I understand the challenges that women face in the workplace and I am personally committed to tackling them head on.

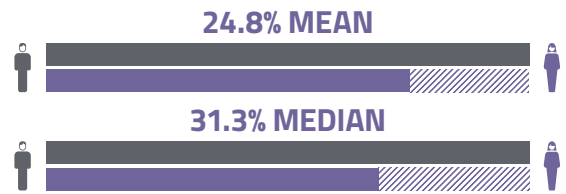
“There is no quick fix to addressing the gender pay gap in our industry. We must begin with the root causes and work alongside government and other organisations to make STEM careers more attractive to women, while doing all we can to provide inclusive workplaces for all our employees.

“Everyone has a role to play in making this change happen, and as a responsible business Amey is committed to doing everything it can to drive an industry that is accessible and fair for all.”

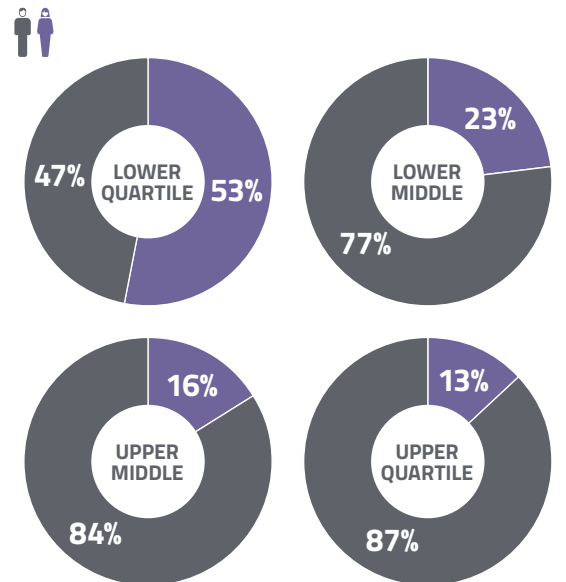
- As a newly appointed CEO and management team we will focus on this and prioritise at the right time for our business in 2020
- Inclusivity is key - our Women at Amey network now has more than 400 members and works to be inclusive and gender diverse
- Our 200+ STEM Ambassadors routinely visit schools and colleges across the UK to inspire girls and people from diverse and underprivileged backgrounds to take up a career in engineering
- Our Amey Challenge Cup continues to bring girls from across the UK to Amey offices each year to take part in real-life engineering challenges with real-life engineers
- We have committed to increasing the number of women in senior leadership positions. Our own Women’s Development Programme nurtures the skills, knowledge and capability of our 20 most talented women each year
- We will continue to work with other employers, charities and organisations to help us close the gender pay gap
- Our enhanced maternity pay is amongst the best in our sector
- Through our Employee Assistance Programme our employees can access expert advice, free of charge, on anything from legal matters to finding childcare from our Employee Assistance Programme.



Amanda Fisher
Chief Executive Officer



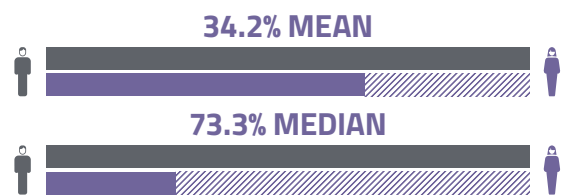
The Amey gender pay gap



Percentage of women and men in each pay quartile



Employees receiving a bonus



The Amey bonus pay gap