

Amalgamated Construction Ltd (hereafter referred to as AmcoGiffen) provide a diverse range of specialist construction and multi-discipline engineering services. We create and maintain 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 defence and waterways.

This is AmcoGiffen's fourth report and is for the snapshot date of 5 April 2020 with annual reporting thereafter. On the snapshot date AmcoGiffen employed 1128 relevant individuals.

Gender Balance



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	29.97%	27.67%	+8.31%
Median Gender Pay Gap	40.87%	25.67%	+59.21%
Mean Gender Bonus Gap	57.05%	50.56%	+12.84%
Median Gender Bonus Gap	66.12%	-13.55%	+118.07%
% of Male Employees Receiving a Bonus	5.80%	4.29%	+6.72%
% of Female Employees Receiving a Bonus	1.81%	1.19%	+26.54%

This reporting period has been significantly influenced by the widespread negative effects of the COVID19 pandemic. Both the AmcoGiffen Mean and Median Gender Pay Gaps have worsened during the period. This is primarily due to pay inflation caused by competition within our core business, especially within operational and more senior positions, where the majority of post holders are male.

It is worthy of note that the mean hourly rate for female employees increased by 3.83 % in the period to £14.93 but, for the reasons described above, the mean hourly rate for male employees increased by 7.27% to £21.32 per hour.

Pay Quartiles by Gender

Band	Males	Females	Description
A	73.17%	26.83%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	93.09%	6.91%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	94.31%	5.69%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.55%	4.45%	Includes all employees whose standard hourly rate places them above the upper quartile

AmcoGiffen is committed to the principles of equal opportunities and equal treatment for all employees, 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 employees equally for the same or equivalent work, regardless of their sex, or any other characteristic set out above.

The percentage of females within the lowest pay quartile reduced this year although the percentage of females within the two higher pay quartiles also decreased.

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 2020 ONS figures) is 14.60%, while in the construction sector it is 6.50%.

The median gender pay gap for the all jobs (according to the Provisional 2020 ONS figures) is 15.50%, while in the construction sector it is 11.40%.

Comparisons with other organisations

	AmcoGiffen	Provisional 2020 ONS All jobs	Provisional 2020 ONS Construction
Mean gender pay gap	29.97%	14.60%	6.50%
Median gender pay gap	40.87%	15.50%	11.40%

A number of organisations similar to AmcoGiffen have submitted Gender Pay Gap reports typically identifying a mean gender pay gap between 20% and 55% and a median gender pay gap between 21% and 62%.

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 women applying for operational, technical and senior management roles remains relatively low.

It is the belief 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:

- 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.
- Encouraging young female students at the AmcoGiffen Academy, established in close partnership with Barnsley College, to view the Civil Engineering and Construction Industry in general as an attractive career prospect and to sign up to the AmcoGiffen pre apprenticeship study programme.
- Encouraging females to apply for AmcoGiffen’s apprenticeship schemes.
- Observing the full living wage for all employees.



We have recently appointed an EDI Champion and this has resulted in AmcoGiffen signing up to the Equality, Diversity & Inclusion (EDI) Charter put together by the Railway Industry Association (RIA) and Women in Rail (WIR). This is a great opportunity for AmcoGiffen to champion equality, not just within the rail industry, but throughout the organisation. This will encourage collaboration with other similar organisations to share best practice and work together to build an equal and fair high performing sector.

In addition we have placed even greater focus on the wellbeing of all our employees this year during the COVID-19 pandemic and have provided additional communications, support and advice, created new wellbeing products and further promoted the services available to all.

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 EDI Strategy and the EDI training given to all employees.
- Reviewing and developing our Performance, Development and Talent Management programmes.
- Encouraging females to apply for all vacant positions.
- Reviewing our recruitment processes, including how we advertise roles, to reduce unintended gender bias in our adverts or job descriptions.
- Challenging recruitment agencies to actively seek suitable female applicants for all AmcoGiffen vacancies they deal with.
- Reviewing and improving our flexible working policies.
- Further developing partnering schemes with local secondary schools, 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.
- Developing new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers.

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: 10 February 2021