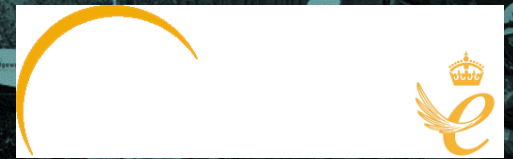


Gender Pay Gap Report – April 2019





Pino De Rosa

Managing Director



- This is the third year we have the pleasure of providing our gender pay gap report. Having three years worth of data gives us a basis to review our performance over the last three submissions and to set some objectives for the future.

A little about our business

- We work predominantly on the UK's Rail Infrastructure and have been heavily involved in some of the largest engineering projects delivered here in the UK.
- Our growth has only been possible through recruiting and retaining great people of all backgrounds, skills-set and experience. This breadth of diversity and inclusive approach across the team brings differing opinions and perspectives into the business which has allowed us to challenge conventional thinking and provide solutions to clients which has produced better results than they were expecting.
- Bridgeway has always been an equal opportunities employer, as we believe that values, behaviours, and competence are the key attributes of any employee. As a business we've grown on that basis and are now a £20m+ turnover business.
- In 2017 we won a Queens Enterprise Award for Sustainable Development and this is down to the initiatives we have introduced to become a diverse business with a workforce who are highly valued.

Equal Pay versus Gender Pay Gap:

- Firstly, I must cover-off a popular misconception; Gender Pay Gap is not the same as Equal Pay.
- Equal pay is the legal requirement to pay people who are doing the same or similar work, the same amount of money. Our report isn't saying that women are paid less than their male counterparts in the same role or equivalent responsibility and accountability. We have ZERO tolerance to unequal pay.
- The Gender Pay Gap focuses more on opportunities; and asks the questions as to why, across the world, are men more prominent in the higher paid positions than women.



Pino De Rosa

Managing Director



So what are the results?

- You'll see that further along within the report the seven items which we have to report on. For me the key items are:
 - Our mean gender pay gap has decreased from 6.72% in 2018 to 2.07% in 2019.
 - Our median gender pay gap has decreased from 7.56% in 2018 to minus 7.35% in 2019.
 - Our mean gender bonus gap has increased from 14.05% in 2018 to 22.15% in 2019.
 - Our median gender bonus gap has decreased from 50% in 2018 to minus 25% in 2019
 - The number of women in a team receiving a bonus is 27% compared to 13% of men.
 - Our quartile staff splits are fairly consistent across the quartiles and in comparison with both 2017 and 2018

So why does the gap exist?

- In 2019 the mix within our work-force changed, which has affected a number of the calculations.
- Within our industry, an issue that we face is that there are a disproportionate number of men employed. Our workforce is 86.5% male; which is similar to that within the industry as a whole. It is an area we are looking to change and is discussed at board level. A diverse business, as ours is, needs a diverse range of personalities and experiences within it, to adapt to the challenges we'll face.
- We have looked to address this disparity through various links with local schools and universities, both locally and nationally, to increase the number of young women looking at STEM careers. We are keen to promote Women within Engineering and later within this report are a few examples.
- By bringing greater diversity to our team and promoting women within engineering we hope that we can progress more talented members of our female workforce through to the top of our business.
- But we will not rest on our laurels and I am clear that there are areas that we need to focus on as a business and we will continue to make improvements.
- I look forward to continuing our business wide approach to inclusivity and to reducing the gender pay gap.

Lisa Brackner

HR Director



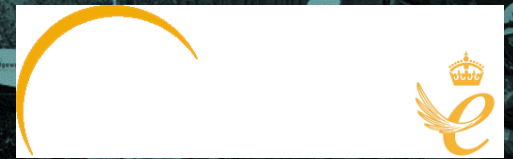
- Striving to ensure Bridgeway is an Employer of choice is my priority. I've been here and have seen the changes in the demographics within the business and the industry and I'm passionate about making the business fit for the now and fit for the future. We have always encouraged diversity within our teams.
- Improving gender diversity across Bridgeway and closing the gender pay gap is essential in maintaining a sustainable business that is fit for the future.
- Our current workforce is male-dominated which is a reflection of our industry, however our aim is to remove gender stereotypes surrounding Engineering Roles. I was pleased to see a new female Apprentice join the Geomatics Team in 2019 which was as a result of our work promoting 'Women in Engineering' with the local girls high school.
- Our leadership team is always growing and the number (and proportion) of women is increasing in this important group, who are recognised as our future.
- The fact that the split across the quartiles between men and women is fairly even, shows me that we are working well towards recruiting roles based upon ability, cultural fit and our behavioural model (DESIRE IT) rather than gender.
- But we still do need to improve.
 - Albeit small in comparison to those within our industry we have a mean gender pay gap.
 - We have a mean gender bonus gap.
- These may have been influenced by the demographic within our business, but we'll continue to focus on equality. Gender equality is an important area to focus on and my ultimate goal is to ensure continual improvements within our recruitment and retention strategies which drive equality across all areas of our business.

What have we been doing already?

- We continue to work with local schools and community groups to promote STEM subjects.
- In 2019 we introduced flexible and agile working, using more and more technology, to encourage greater diversity in our team. It's all about outputs and managing your work-load with those commitments outside of work and we have seen a positive response to this initiative.

What is in the future?

- Just the desire to continue growing our brand and encourage more and more diversity within our industry.
- If we can do that, it can only benefit us as a business as well as the rest of the industry.



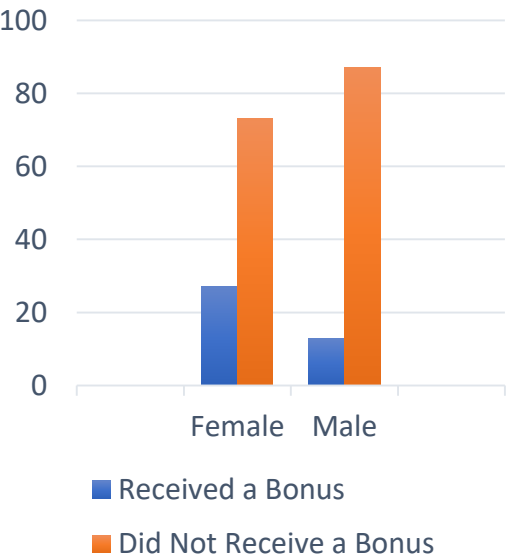
Mean Gender Pay Gap
Our mean gender pay gap is 2.07%
(2018: 6.72%)

Median Gender Pay Gap
Our median gender pay gap is MINUS
(7.35%) (2018: 7.56%)

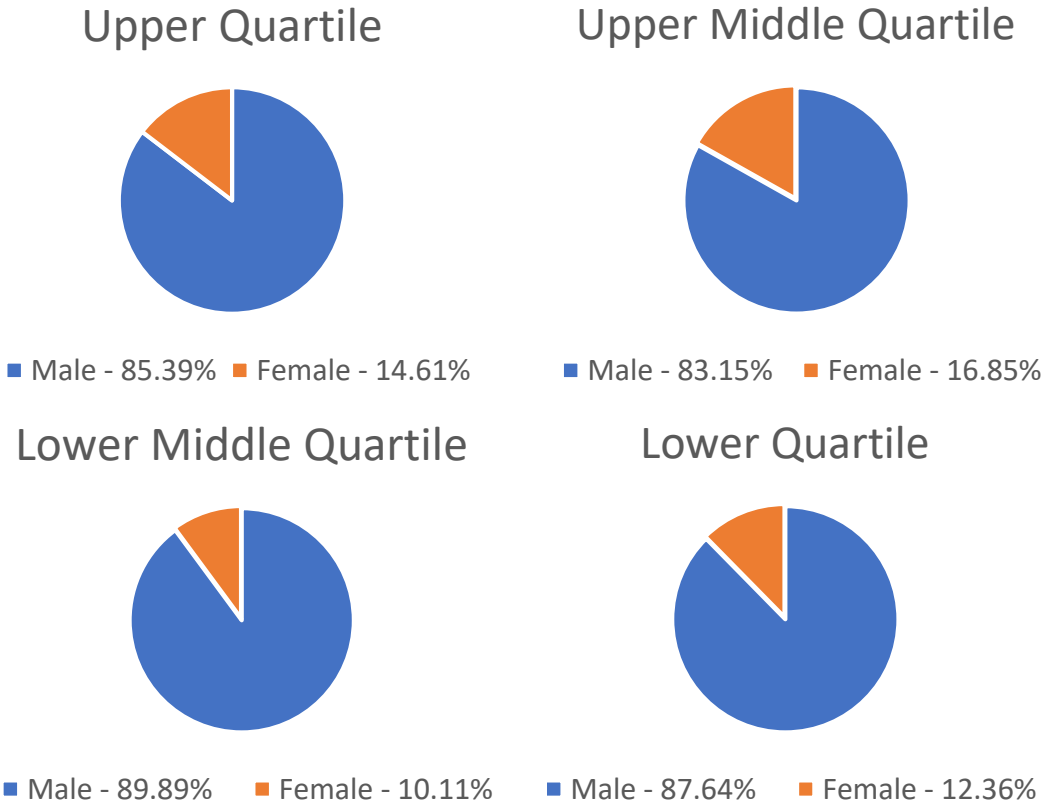
Mean Gender Bonus Pay Gap
Our mean gender bonus pay gap is
22.15% (2018: 14.05%)

Median Gender Bonus Pay Gap
Our median bonus gender pay gap is
MINUS (25.00%) (2018: 50.00%)

**Percentage of employees who
received a bonus pay:**



Employees by Pay Quartile:





Saskia Roberts

- Site Investigation Engineer
- Site / Ground Investigations



“...I began my career in a male-dominated industry, as an Exploration Geologist on an iron ore mine in Australia. Surprisingly, there were more female geologists in the exploration department than any other department across the mine site.

On my return to the UK, I started working in the construction industry as a Geotechnical Engineer. It was the best decision I ever made as I was able to balance my career with site and office work and it allowed me to travel around the UK. I have been working for Bridgeway Consulting Limited as a Geotechnical Engineer for just over a year now in the Site Investigation (SI) department. The department has quite a ‘laddish’ reputation particularly as I am one of two female Engineers in SI. Despite this, from Project Managers to Drillers I work with an exceptional team of people who feel more like family than colleagues. For the past 4 years I have worked in the construction industry, where I have acquired a range of skills to advance my career.”

Zara McGregor

Apprentice
Geomatics



“...after completing my A Levels in 2019, I’d decided that University wasn’t me and I had my heart set on an engineering apprenticeship. It’s safe to say I was hooked on the UAV data capture technology as well as the computer modelling programmes that Bridgeway uses when I came for work experience the previous year.

I’m almost 5 months into my Geospatial Technician apprenticeship which consists of both office and site work along with a 2-year college course in Birmingham. It’s great because I get to acquire all the skills and knowledge that I need as a surveyor by working with Bridgeway whilst simultaneously getting a BTEC Diploma qualification alongside it. As the only female member in my course, I’m proud of myself for stepping out of the stereotypes surrounding young women in the working world; I’ve become more motivated to push myself and I’m loving working here.”