

**MULTIPLEX**

2024

# UK Gender Pay Gap Report





At Multiplex, we strive to be a company that people want to work with and for. We respect, include, and care for our employees and those around us, creating an environment where everyone can thrive. We also acknowledge our shortcomings and regularly reassess our practices to address areas for improvement.

# Foreword from our Managing Director, Callum Tuckett

We are dedicated to fostering an inclusive culture at Multiplex. Regardless of gender, race, religion, disability, age, sexual orientation, or any other characteristic, no one should face discrimination, whether directly or indirectly, in any aspect of their employment, including recruitment, training, career development, and promotion. In this vein, we are working towards closing our gender pay gap.

We know that it is an issue that persists in the construction industry, and we know that women should be better represented at all levels in our business - this is particularly true of middle management and senior roles.

Our gender pay gap is primarily due to the disproportionate representation of men in senior, higher-paying roles at Multiplex. In fact, men outnumber women in all four of our pay quartiles, but we are actively working to address this imbalance. Our latest report, based on April 2024 data, shows that 24.58% of our employees are now female. This exceeds the UK average of 15% and marks a 1.68% increase from last year for us. That being said, there is still work to do, and we remain committed to closing our gender pay gap for good.

## Steps we are taking to further progress gender equity at Multiplex:

### Multiplex Flex

Multiplex flex, our flexible working model, facilitates a productive work-life balance for our employees, supporting those who have caring responsibilities. Our flex initiatives are designed to create an inclusive culture, which will in turn help us attract and retain female employees and increase their representation onsite and in senior leadership roles.

### UK Women's Network

Our UK Women's Network enables us to better understand and target barriers to progression and representation for women in our business.

### Family Friendly Policies

Our industry-leading Maternity Policy and family friendly initiatives are designed to support our female employees, who often shoulder the majority of caring responsibilities.

### Career Development

We offer several career development initiatives for women in our organisation, including the 'The Circle Partnership,' a 12-month sponsored development program for female professionals in the built environment.

### Local Outreach

Our Graduate Programme is recognised as one of the construction industry's most comprehensive. Over the years we have consistently attracted outstanding graduates from major universities and supported their development into well-rounded professionals, many of whom go on to become technical experts and leaders in our business. In 2024, we doubled our intake of graduates to 24, up from 12 the previous year. Our targeted social media campaign helped to drive this success, with an increase in applications by 91% on the previous year (476 applications in 2023 VS 814 applications in 2024).

At Multiplex, we take pride in our workplace culture while maintaining our commitment to continuous improvement. We strive to create an environment where individuals are recognised for their talent and work ethic and are encouraged to be the best versions of themselves. By empowering our people to voice their ideas and take initiative, we push boundaries, innovate, and make better decisions as a company. We understand that systemic change is crucial to the ongoing success of our industry, and we are committed to making Multiplex an attractive and inclusive employer for all.



**Callum Tuckett**  
Managing Director, UK

# Gender Pay Gap at Multiplex

## Explaining the Calculations

A gender pay gap occurs when there is disproportionate representation of men and women at different levels within a company. It is not the same as equal pay.

Equal pay is exactly that – paying men and women who carry out the same or similar jobs, or work of equal value, the same wage. This is a baseline legal requirement and should not be confused with the gender pay gap.

Our gender pay gap calculations illustrate the difference in the average hourly pay between women and men in our company, shown as a percentage of the average male earnings.

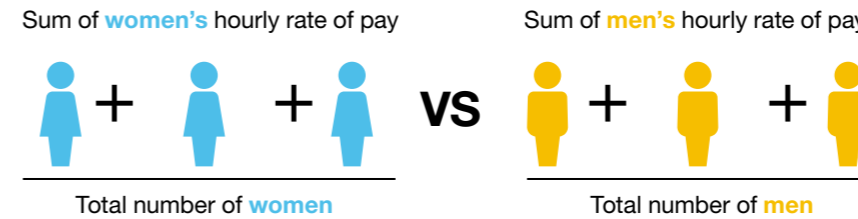
Organisations which employ more than 250 staff are required, by law, to report on the following gender pay statistics:

- The % difference in mean and median hourly pay figures
- The proportion of males and females in each pay quartile
- The % difference in mean and median bonus payment figures
- The proportion of males and females receiving a bonus payment



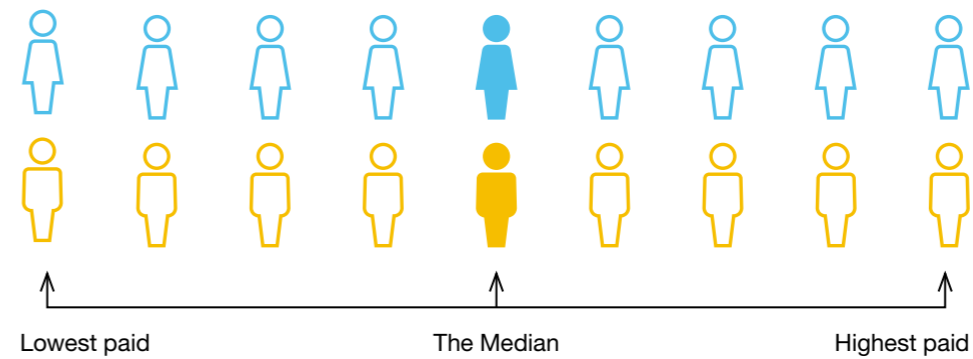
## Mean Calculations

The mean is calculated by adding up all the wages of employees in a company and dividing that figure by the number of employees. This means the final figure can be skewed by a small number of highly paid individuals.



## Median Calculations

The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay.



The figures below show our median and mean gender pay and bonus gaps for the period of April 2024, for Multiplex Construction Europe Limited.

	Mandatory Reporting		
	2024	2023	2022
<b>Total population</b>	730	729	767
<b>Relevant employees</b>	730	729	767
<b>Full pay relevant employees</b>	712	703	745

- In 2024, 73.1% of our new starters were male, while 26.9% were female.
- Attracting and retaining women in the construction industry is a long-term commitment that we are dedicated to and enthusiastic about.
- In 2024 21.2% of promotions at Multiplex were earned by women.
- We recognise that our graduate cohorts will not significantly impact the gender pay gap due to numbers. Nevertheless, we understand the importance of a diverse and inclusive intake, and in our programme, we consistently prioritise this. In 2024, c33% of our new graduates were female.

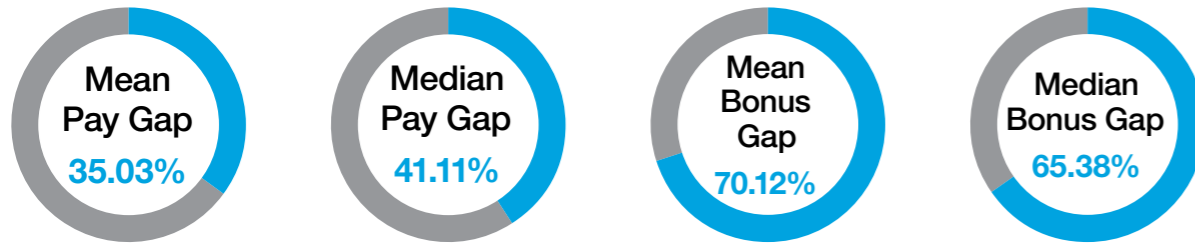
“Equal pay is exactly that – paying men and women who carry out the same or similar jobs, or work of equal value, the same wage.”

## Mandatory Reporting Figures

An overall summary of the mandatory gender pay gap calculations for Multiplex Construction Europe Limited only are provided here:

	% change from 2023 to 2024	Mandatory reporting 2024	Mandatory reporting 2023	Mandatory reporting 2022
Mean Pay Gap	2.0%	35.03%	33.0%	36.8%
Median Pay Gap	4.8%	41.11%	36.3%	36.4%
Mean Bonus Gap	0.2%	70.12%	69.9%	68.2%
Median Bonus Gap	-0.5%	65.38%	65.9%	66.9%

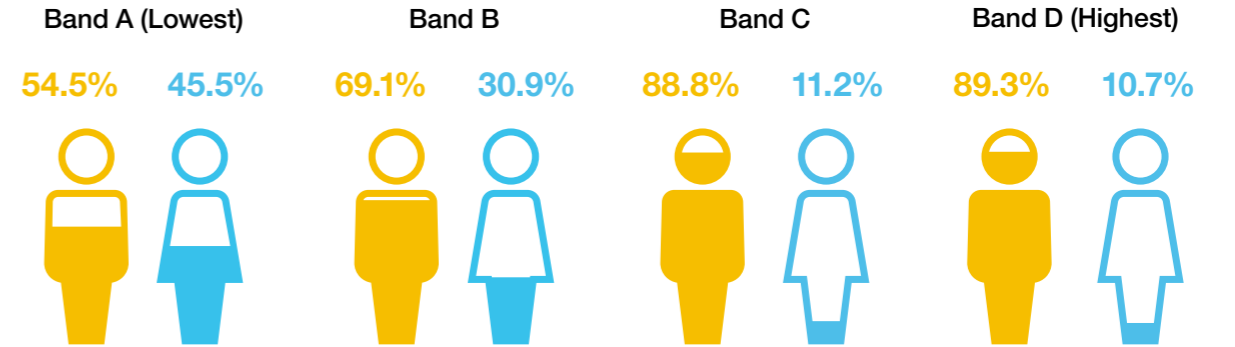
### Mandatory Reporting 2024



	% change from 2023 to 2024	Mandatory reporting 2024	Mandatory reporting 2023	Mandatory reporting 2022	Mandatory reporting 2021
The proportion of males receiving a bonus payment	-9.3%	81.5%	90.8%	94.4%	93.9%
The proportion of females receiving a bonus payment	-6.0%	85.9%	91.9%	92.7%	95.1%

	Male			Female		
	Mandatory reporting 2024	Mandatory reporting 2023	% Change	Mandatory reporting 2024	Mandatory reporting 2023	% Change
Band A (Lowest)	54.5%	59.7%	-5.2%	45.5%	40.3%	+5.2%
Band B	69.1%	72.2%	-3.1%	30.9%	27.8%	+3.1%
Band C	88.8%	88.1%	-0.7%	11.2%	11.9%	-0.7%
Band D (Highest)	89.3%	88.6%	-0.7%	10.7%	11.4%	-0.7%

### Mandatory Reporting 2024



# Actions addressing the gender pay gap:

## To achieve these targets, we will:



**Provide Clear Career Pathways**  
Make potential career development and progression opportunities clear to our employees.



**Establish Pay Equity from the Outset**  
Continuously assess our female talent throughout the year to ensure equal representation, alongside our regular pay review cycle.



**Facilitate Flexible Working**  
Promote our flexible work offering for all employees, as well as our generous parental leave benefits.



**Foster Career Development**  
Provide career development initiatives, such as our 2024 Management Essentials training programme, with a focus on leadership development as well as mentoring opportunities for women.

## Our UK Women's Network

We are committed to creating a fair, equitable and high-performing workplace with an inclusive culture, ensuring everyone has the freedom and opportunities to thrive.

In 2020, we established the first Multiplex UK Women's Network (UKWN) as part of our UK social equity strategy; aiming to foster a more inclusive workplace for women in our business, supporting UK leadership in understanding the current challenges faced by women, driving initiatives to attract and retain female talent and enhancing development opportunities for female employees.

In 2024 we maintained a 30% female workforce, at double the industry average, and we were proud to win the UKWN Network of the year at the 2024 CN IWCE Awards.

The current UK Women's network strategy is guided by key principles, including listening and empowering, exposure and recognition, and career progression opportunities.

## Circle Partnership

We are proud to continue our support of The Circle Partnership (formerly known as The Mentoring Circle) an organisation that raises awareness of issues relating to gender diversity, mid-level talent retention and gender balance at senior leadership level. The partnership provides five of our female employees with a 12-month career development programme.

## Multiplex 'Flex'

We offer Multiplex Flex as an informal range of solutions designed to fit around an operational work environment, improving work life balance, reducing stress, fatigue, and burnout, as well as supporting women, parents and carers.

For Multiplex, flexible working means utilising innovative work practices to enable our employees and leaders to develop solutions regarding the hours (when), locations (where) and manner (how) in which we work to better meet individual, team and business needs.

Our latest Employee Experience survey results from 2023 indicated that 85% of employees felt that working at Multiplex allowed them the flexibility to meet their work, family and personal commitments.

Multiplex Flex fosters an inclusive culture that is designed to attract and retain employees by making Multiplex an industry-leading, understanding and supportive place to work.

## Women's Health Guidelines

We strive to enhance the experiences of women in our business by providing meaningful guidance and raising awareness of female health among all employees, ensuring that women and their partners feel supported.

Creating an inclusive working environment for employees at all stages of their careers, where they can seek support without judgement, is a core principle at Multiplex. Our Women's Health Menopause Guidelines aim to assist employees affected by menopause, while educating the wider business to foster respect, openness, and understanding. This includes managers, who play a crucial role in maintaining a supportive environment that enables women to thrive.

## Family Friendly Benefits

Multiplex is committed to supporting working parents and carers to balance their work and family commitments, whilst having a fulfilling and rewarding career.

Our enhanced maternity and adoption leave policy is industry leading, and our broader policies and practices cater to a range of family situations – providing employees with various options to support their caring responsibilities.



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