

**MULTIPLEX**

Built to outperform.

2022

# UK Gender Pay Gap Report



## Contents

Foreword from our Managing Director, Callum Tuckett	4
Gender Pay Gap at Multiplex	6
Actions we are taking towards addressing the gender pay gap	10
1. UK Women's Network	11
2. Multiplex 'Flex'	12
3. Women's Health Guidelines	13
Afterword from our HR Director, Sara Jackson	14



# Foreword from our Managing Director, Callum Tuckett

**At Multiplex, our goal is to be a company that people want to work with and for. We respect, include, and look after our people and those around us, empowering and supporting them to thrive.**

Closing the gender pay gap is a guiding principle at Multiplex. As a modern business, we are constantly re-evaluating the way we work, particularly when it comes to creating an equitable environment.

We know that the gender pay gap is an issue that persists in the construction industry which is why we have developed a strategy dedicated to attract and retain female talent. Women should be better represented at all levels in our business, particularly in middle management and senior roles, where the gap is still most obvious.

Our latest report is based on data from April 2022, which shows that 20.9% of our employees are female. Our Mean Pay Gap and Median Pay Gap have increased slightly since April 2021. This is something we recognised last year and we have taken action and our 2023 data will show an improvement as a result of this.

We remain committed to improving our gender pay gap and have reviewed our processes and initiatives to better deliver in line with our principles.

Working towards closing the gender pay gap. Our approach:

Implementing our 'Time Wise' award winning 'Flex' policy across all projects. We are continuously refining this system to improve the work life balance of all our colleagues.

Continuing the work of the [UK Women's Network](#) within Multiplex.

Strengthening our industry leading [Maternity Policy](#) through a support framework to improve the workplace experience.

Implementing a pilot [reverse mentoring](#) scheme between Senior Leadership and females across the business.

Through our work with our [graduate scheme](#), we are continuing to encourage more women to consider a career in construction. This is evidenced by a consistent annual increase of the number of successful female graduates.

**“We know systemic change is urgently needed in our industry and our focus is on making Multiplex an attractive employer to all. Breaking down historic barriers to drive gender equality doesn't happen without addressing organisational culture, and we're committed to delivering that at every level of our business.**

**Our commitment to constructing a better future is founded on [equity, participation, and inclusive growth](#) – and we will continue to make these commitments a reality, not just within Multiplex, but across our supply chain too.”**



**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

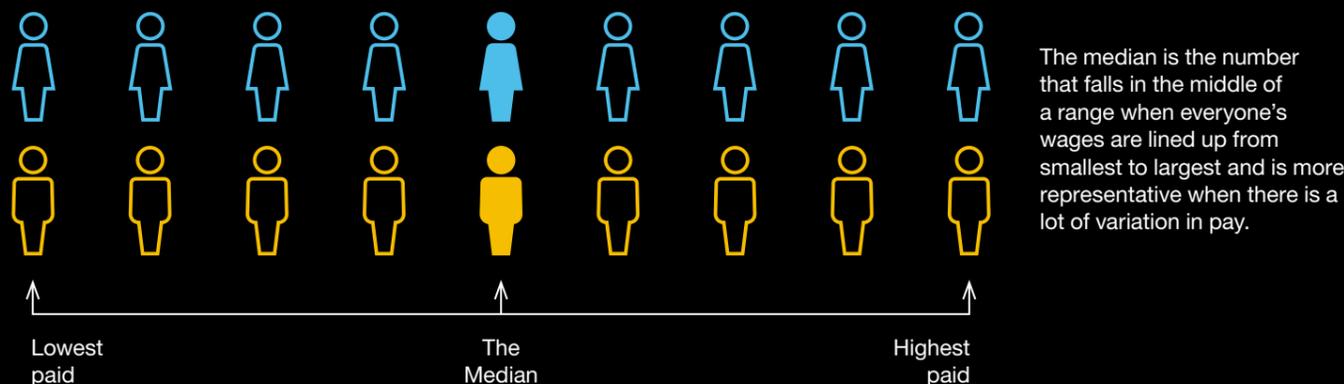
The figures below show our median and mean gender pay and bonus gaps from the 5<sup>th</sup> April 2021, for Multiplex Construction Europe Limited.

	Mandatory Reporting 2022	Mandatory reporting 2020	% Change (excl furlough)	Mandatory Reporting 2020
<b>Total population</b>	767	833	901	901
<b>Relevant employees</b>	767	825	897	897
<b>Full pay relevant employees</b>	745	803	888	17

#### Mean Calculation



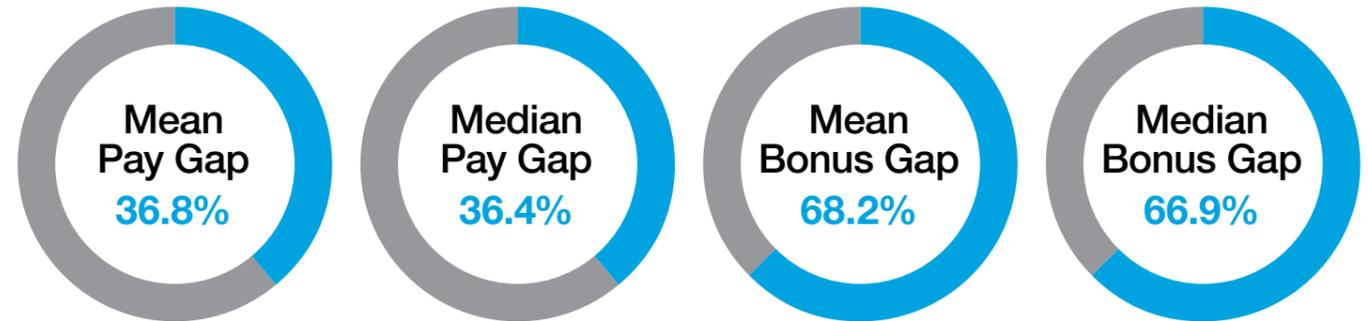
#### Median Calculation



## Mandatory Reporting Figures

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

### Mandatory reporting 2022



	% change from 2021 to 2022	Mandatory reporting 2022	Mandatory reporting 2021	Additional Scenario 2020 (excl. furlough)	Mandatory reporting 2020
<b>Mean Pay Gap</b>	+1.6%	36.8%	35.2%	38.9%	23.1%
<b>Median Pay Gap</b>	+1.2%	36.4%	35.2%	40.8%	28.0%
<b>Mean Bonus Gap</b>	-1.4%	68.2%	69.6%	62.6%	62.6%
<b>Median Bonus Gap</b>	+0.2%	66.9%	66.7%	50.0%	50.0%

	% change from 2021 to 2022	Mandatory reporting 2022	Mandatory reporting 2021	Additional Scenario 2020 (excl. furlough)	Mandatory reporting 2020
<b>The proportion of males receiving a bonus payment</b>	+0.5%	94.4%	93.9%	90.7%	90.7%
<b>The proportion of females receiving a bonus payment</b>	-2.4%	92.7%	95.1%	92.3%	92.3%

#### Data summary:

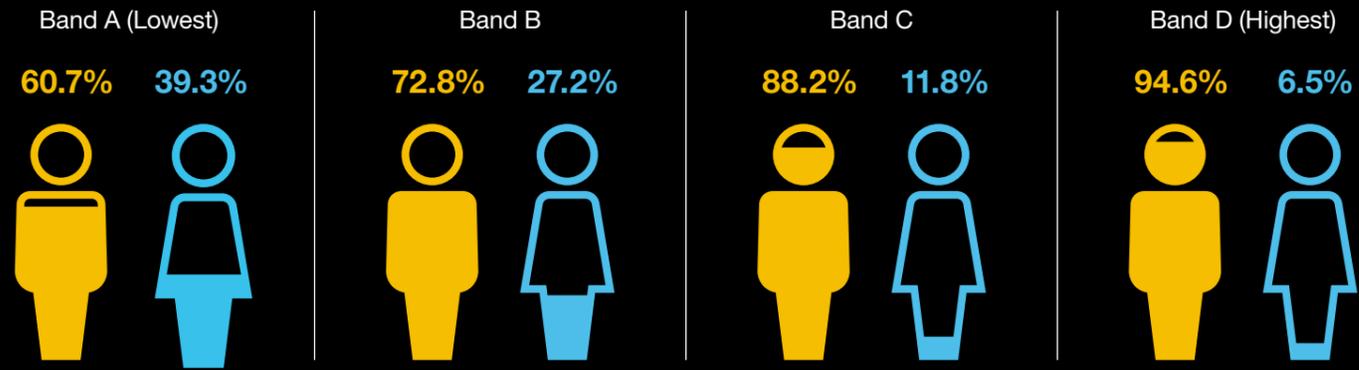
When reporting, we also look at the proportion of male and female employees in each of our pay quartiles. We are seeing more women represented in some areas of the business, with band A increasing from 31.8% to 39.3%, equalling a 7.5% uplift. The increase at this band is reflective of the number of female graduates joining the organisation and demonstrates our commitment to increasing the number of opportunities for women to develop their careers with us.

Additionally, band C saw an increase from 9.5% in 2021 to 11.8% female representation in 2022. There has been a loss of female representation in band B, with a 1.7% decline, while band D also found a 1.1% deficit.

## Mandatory Reporting Figures

The figures below shows the proportion of male and female employees in each quartile.

### Mandatory reporting 2022



	Male			Female		
	Mandatory reporting 2022	Mandatory reporting 2021	% Change	Mandatory reporting 2022	Mandatory reporting 2021	% Change
Band A (Lowest)	60.7%	68.2%	-7.5%	39.3%	31.8%	+7.5%
Band B	72.8%	71.1%	+1.7%	27.2%	28.9%	-1.7%
Band C	88.2%	90.5%	-2.3%	11.8%	9.5%	+2.3%
Band D (Highest)	94.6%	93.5%	+1.1%	5.4%	6.5%	-1.1%

For the overall full pay relevant population, the proportion of males is 79.1%



## Actions we are taking towards addressing the gender pay gap

There is still a long way to go, but we are driving change across our business to ensure we reach our targets. Our 2022 intake of Graduates was 50% female, an increase of 10% from 2021, and we will continue to prioritise attracting female talent.

To achieve these targets, we will:



Continue with career development initiatives, with a focus on management and leadership development.



Advertise flexible roles to attract more gender diverse talent, particularly for mid and senior roles where our gender pay gap is highest.



Continue working to create clarity for our people around our pay structures. In addition to our usual pay review cycle, we will closely review our female talent throughout the year to guarantee parity from day one.



## 1. UK Women's Network

Multiplex is committed to creating a fair and equitable high-performing workplace with an inclusive culture, where everyone has the freedom and opportunities they need to succeed.

Launched in 2020, the work of our UK Women's Network continues, with a clear strategy for 2022/ 2023. Ensuring every woman associated with Multiplex reaches her full potential is our focus.

The purpose of the Women's Network is to understand barriers to female progression and representation in our business, and act on these findings. We are committed to attracting and retaining women, as well as increasing development opportunities.

Our main goals are as follows:



Create a platform for empowerment and educational opportunities.



Promote women in the industry by working with, supporting, and championing external organisations.



Review statistical data to help set Network objectives and address any imbalance.



Assist with existing business initiatives with a focus on improvements for women specifically, including guidelines.

### Initiatives that we implemented this year include:

- A Reverse Mentoring Pilot scheme, involving the women of Multiplex and the Senior Leadership Team.
- Producing an Empowerment Podcast Series with Female Industry Leaders.
- Partnering with Hertility Health for Women's Health Education and Assessment (At Home Hormone and Fertility Tests).
- Arranging Empowerment and Networking Events.
- Arranging Financial Literacy and Planning Empowerment Events in partnership with St James Wealth Management.
- Sponsoring Mentoring Circle and the Mentoring Circle Programme with six placements. guaranteed for 2023.
- Sponsoring the UK Design and Build Awards – Women In Construction Awards in 2023.



## 2. Multiplex 'Flex'

### Enabling work life balance.

We have embedded a companywide flexible working programme, 'Flex', as part of our efforts to increase the number and influence of women in our business. 'Flex' is designed to support all employees in improving health and wellbeing as well as driving improved overall performance and productivity.

Staff feedback confirmed that 'Flex' has had a positive impact. Employees reported:

- An improvement in work life balance, helping to tackle construction's long hour culture.
- A redistribution of care responsibilities within households, as more men were able to support their partners with school runs, pickups, and evening chores.
- Less stress and burnout.
- Increased trust, as more people working flexibly normalises flexible working practices.
- No negative impact on project programme, productivity, or budgets, as well as improving Multiplex's ability to meet client needs.

'Flex' is aimed at helping shift the cultural dial of the construction industry, and it introduced a wide range of options into day-to-day working life. Some of the options include: flexitime; early Friday finishes; weekend time off in lieu; as well as the opportunity to work remotely.

We believe that 'Flex' creates an inclusive culture, which will in turn help Multiplex attract and retain female employees and increase their representation on-site and senior leadership roles.

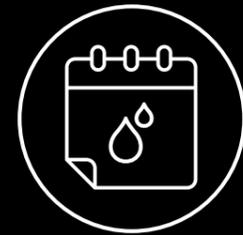


## 3. Women's Health Guidelines

Our Women's health guidelines aim to improve the experiences of women within our business by creating meaningful guidance and raising awareness for all staff, so that women and their partners are supported.

Creating an inclusive working environment for our employees at all stages of their working lives, where staff can ask for support without judgement, is a fundamental principle at Multiplex. Our Women's Health Guidelines aim to support employees who are affected in any way by female health matters, and educate the wider team to foster respect, openness and understanding. This includes managers, who are responsible for maintaining a supportive environment which enables women to succeed.

Some of the female health related issues included in our guidelines are:



Menstrual period and pre-menstrual syndrome (PMS)



In vitro fertilisation and surrogacy



Miscarriage and Stillbirth



Breastfeeding



Menopause

[Click the below image to be taken to the online document of our Women's Health Guidelines - 'Understanding Women's Health'.](#)

**MULTIPLEX**

# Understanding Women's Health

Your guide to women's health issues and a healthier you

[Click here to start](#)

 A collage of images including: three women in safety gear, a pregnant woman's belly, a hand holding a pregnancy test, a group of women talking, a group of women in safety gear, a hand holding a pregnancy test, and hands being held together.

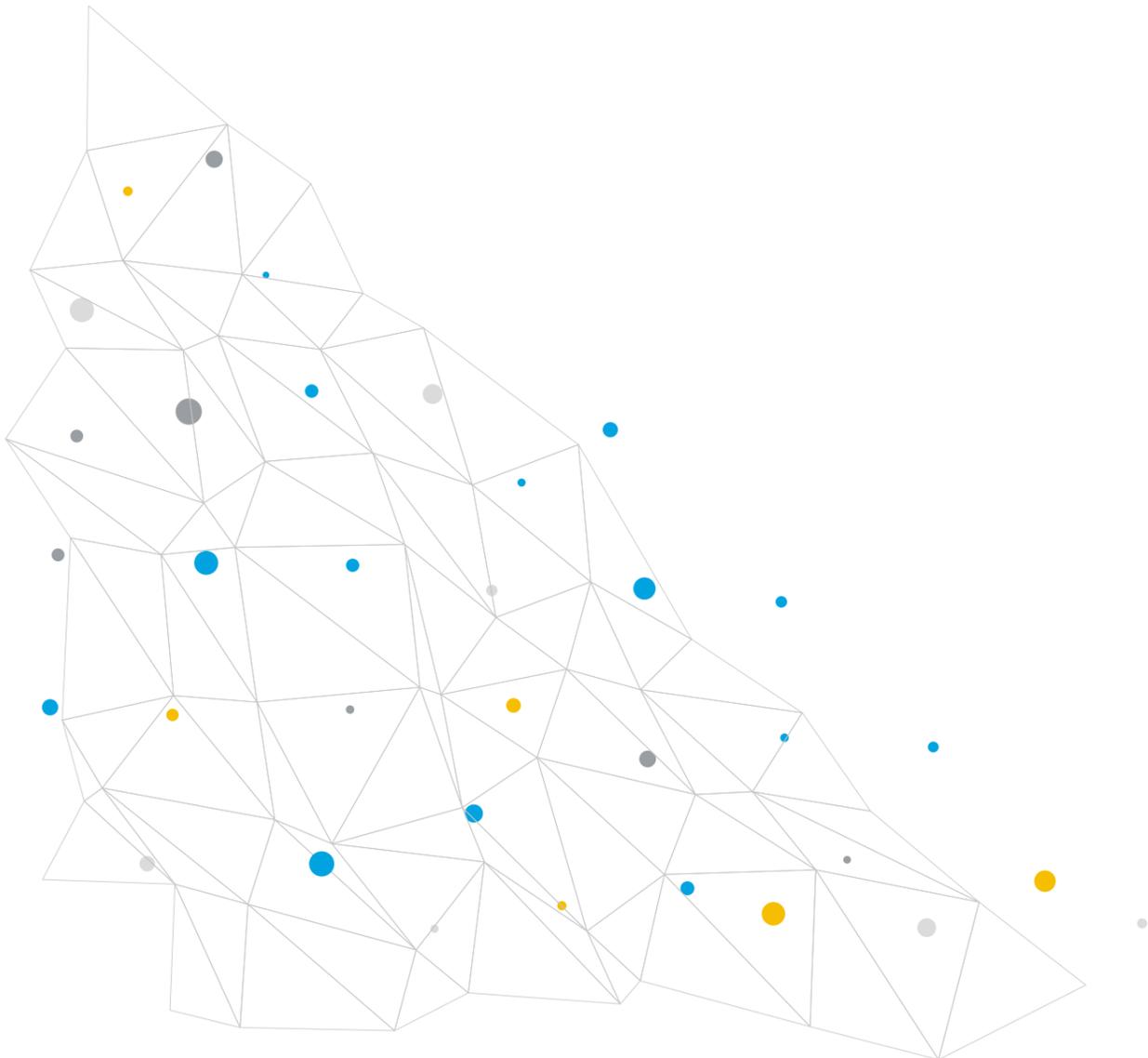
# Afterword from HR Director, Sara Jackson

The construction industry still needs to change.

We know that Multiplex is part of this. We still need to progress in terms of creating opportunities for women, and showing them that they can build a great career here. Our gender pay gap report illustrates the work we still have to do. Like the rest of our industry, women are still underrepresented in the Multiplex workforce.

We remain committed to doing more to understand the reasons for our gender pay gap, and how we can better support female employees to progress to senior and higher paying roles.

Creating a supportive environment and the opportunity for women to develop and progress in Multiplex is paramount, from graduate through to leadership levels, and we are committed to making this a reality.



“The future of Multiplex depends on fostering a genuinely **Diverse and Inclusive workforce**. This is not just about gender; it is about tackling diversity in our industry as a whole.

We still have a long way to go, but Multiplex is committed to **driving positive change** and **empowering everyone** to succeed in our business.”

Sara Jackson  
HR Director

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