

UK GENDER PAY GAP REPORT

2024



Foreword

At AtkinsRéalis, we're committed to fostering a culture where everyone can thrive, with an emphasis on fairness, transparency, and equal opportunities for all.

This year, we are especially proud to have achieved [Henpicked's Menopause Friendly Accreditation](#), which follows our industry-first achievement of the [Clear Assured Platinum Standard](#) in 2023, underscoring our commitment to active change and leading the way towards an industry where everyone feels they belong.

We are pleased to share that just prior to publication, in March 2025, we launched our new menopause support service - offering personalised and expert help to all employees in the UK and Ireland.

Our gender pay gap remains a challenge of representation, mirroring trends across our industry; women are under-represented, particularly in senior roles that command higher salaries and more substantial bonus plans. However, we are committed to moving the dial and continue to make encouraging progress in reducing our gap.

Through our award-winning program, "Different Makes a Difference," we aim for long-term, sustainable change to support women and under-represented groups within our organization and the wider industry.

Our three strategic pillars are there to guide us in our approach:

- Ensuring everyone belongs
- Removing barriers every step of the way and
- Becoming a voice for change within our industry

In this report, we share our latest gender pay gap results for three legal entities that AtkinsRéalis operates in the UK: AtkinsRéalis UK Limited, AtkinsRéalis PPS Limited, and AtkinsRéalis Rail & Transit Limited. We confirm that this information and data is accurate as of the snapshot date of 5 April 2024.

Whilst we are legally required to report based on male and female data, within our UK company we recognize people of all genders. We are dedicated to fostering a culture where everyone feels they truly belong and is valued for their unique contribution.



Chris Ball
President,
UK & Ireland



Jilly Calder
SVP Human Resources,
UK & Europe



Terminology

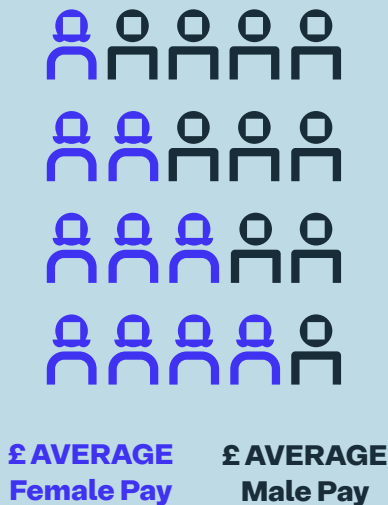
Equal Pay

The principle of **equal pay for equal work** on an **individual basis**. It is unlawful not to comply with this.

Paying our people fairly and equitably is a fundamental principle of our approach to pay and reward. We ensure our policies and practices are fair, and we actively monitor decisions on performance, pay and bonuses, including through the lenses of gender and ethnicity.

Gender Pay Gap

The difference in **average** pay for **all men** compared with **all women** within an organisation, regardless of their roles or seniority levels.



Mean

All individual hourly rates for men are added together, then divided by the total number of men. We do the same for women, then calculate the difference between the two figures as a percentage of men's pay.

Median

All individual hourly rates for men are sorted from lowest to highest. We do the same for women, before taking the middle number from each list. The difference between these figures is shown as a percentage of men's pay.

Pay Quartiles

All individual rates of pay are sorted from lowest to highest, including men and women on the same list. The list is split into four equal parts or "quartiles" and we report on the percentage of men and women within each one.

Example Calculation: Mean Gender Pay Gap

Company X employs 9 engineers and 1 director:



£ FEMALE
mean hourly pay
 $(£25 \times 8) / 8$
= £25.00

£ MALE
mean hourly pay
 $(£25 \times 1) + (£50 \times 1) / 2$
= £37.50

So, despite paying all the engineers equally, there is still a significant gender pay gap.



Building an Inclusive Future: Our Commitment to Gender Equality in the UK

Inclusive Recruitment and Influencing the Next Generation

We are committed to hiring diverse talent through a recruitment experience with inclusion at its heart, and our behavioural-based approach focuses on our core values of [Safety, Integrity, Collaboration, Innovation and Excellence](#). Salaries are based on the role and grade, as well as the candidate's skills and experience level; we no longer ask candidates about their current or previous salaries, a practice that can contribute towards pay gaps.

Our award-winning [Governors for Schools programme](#) and annual involvement in the [Big Bang Fair](#) underscore our commitment to inspiring young people to pursue careers in STEM (science, technology, engineering and maths). Early engagement is crucial in building a diverse talent pipeline to close the gender pay gap for future generations.

Positive Employee Experience and Career Progression

Following our achievement of the [Clear Assured Platinum Standard](#) in 2023 for our leading ED&I practices, and, in 2024, being on [The Times' Top 50 Employers for Gender Equality](#) list for the second time, we're proud to have received [Henpicked's Menopause Friendly Accreditation](#). This is a significant milestone demonstrating our high standards and proven practices in supporting menopausal people to thrive within our organisation at a life stage when they are often at the peak of their careers. In March 2025 we continued to build on this by launching our new menopause support service - offering personalised and expert help to all employees in the UK and Ireland.

Our development programmes – INSPIRE and CATALYST – continue to play a crucial role in supporting career progression, alongside the valuable guidance and advocacy provided by our mentorship schemes. Our newly launched Global Promotions Framework will bring an even sharper focus on transparency, equity and continuous support, including new readiness assessments.



Our Employee Resource Groups

Our people play a key part in breaking down barriers and celebrating the talent of women and under-represented groups through employee-led events about networking, imposter syndrome, leadership skills, improving team dynamics, and effective communication skills. Our cross-industry [hackathons](#) encourage collaboration among women across our sector, and we continue our annual celebrations of [International Women in Engineering Day](#) to spotlight our role models.

Supply Chain Diversity

We are committed to ensuring that our suppliers represent their local communities and reflect our high standards. We are currently focusing on supplier engagement and education, with a longer-term goal of improved diversity and social value.

What Happens Next?

Our objectives for the next year include embedding inclusive behavioural-based recruitment; monitoring progression and promotion; inclusive communications focused on promoting a culture of belonging; and supplier diversity.

Increasingly our employee-led events, communications and evolving program focus on intersectionality - acknowledging the unique personal experiences of our people and the impact this can have within the workplace and on individual career development.

By ensuring everyone belongs, breaking down barriers every step of the way, and being a leading voice for change in the industry, we are confident that we can continue to make progress in closing the gender pay gap and creating a workplace where everyone feels they belong.



Organisational Context and Progress in Closing Our Gap

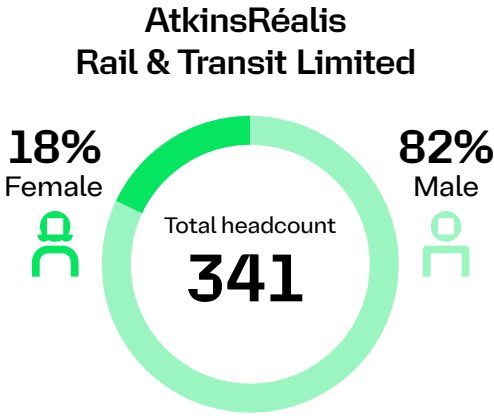
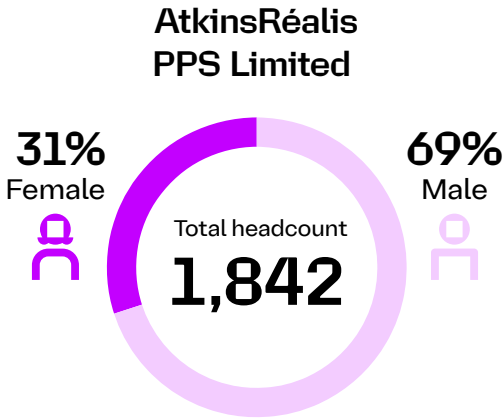
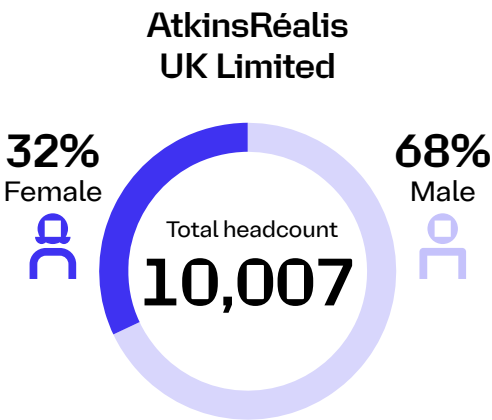
Like most companies in the engineering and construction sector, our gender pay gap reflects the disproportionate ratio of men to women within our organisation, particularly within our senior positions – which command higher salaries and bonus payments – and where men outnumber women by three to one. The key to reducing our gender pay gap is to increase the representation of women at all seniority levels across our business.

We have successfully increased or maintained the percentage of women in every pay quartile within AtkinsRéalis UK Limited (our largest entity), through inclusive approaches to recruiting and developing talent – in turn driving a reduction in our mean and median pay gaps – and we are pleased to report that our mean gender pay gap has decreased within all three entities this year.

Across our UK organisation, we now have a 32% female population – with 27% of our UK workforce being women in technical roles.

Our bonus gap is a direct result of fewer women than men being eligible for our senior bonus plans due to our demographics. This is further impacted by the gender imbalance in part-time working – a greater proportion of women than men choose to work part-time hours through our flexible working arrangements and bonuses are paid as a percentage of salary, which is pro-rated for time worked.

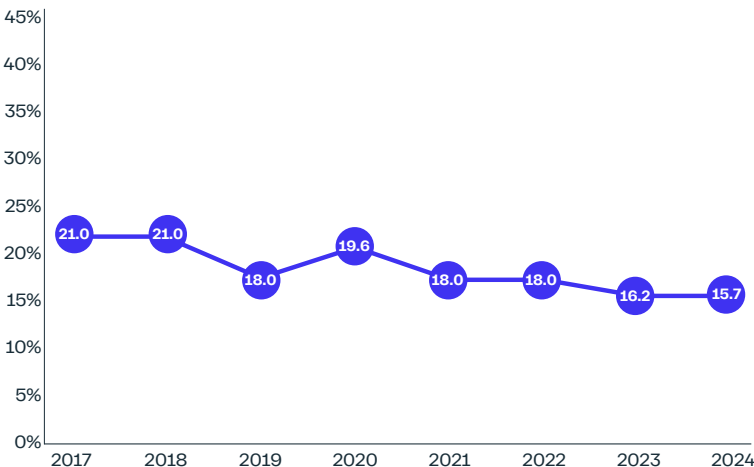
Furthermore, in years when bonus payouts are higher due to exceptional company performance, we see a wider gap. This is due to the greater range and value of bonus payments paid to our most senior employees, many of whom are men.



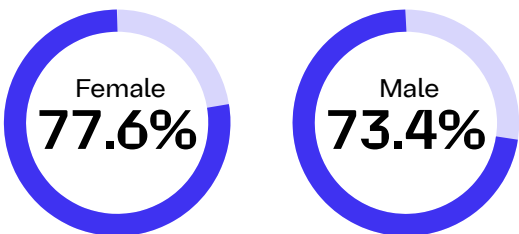
Our Results: AtkinsRéalis UK Limited

Mean Gender Pay Gap

The mean pay of women is **15.7%** lower than that of men.



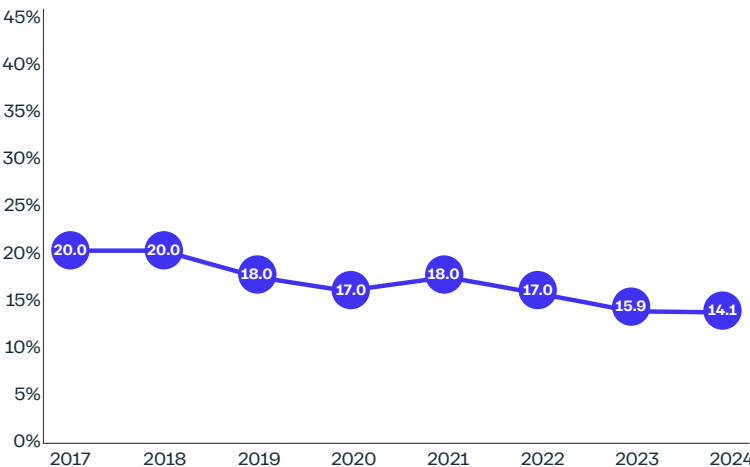
Proportion of Employees Receiving a Bonus



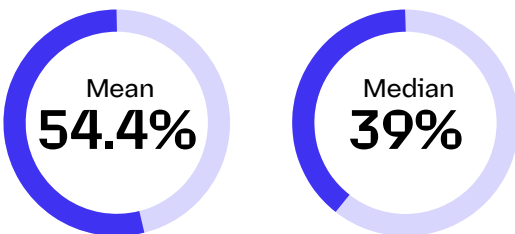
77.6% of all women and 73.4% of all men received a bonus.

Median Gender Pay Gap

The median pay of women is **14.1%** lower than that of men.



With a Bonus Gap of



The mean bonus pay of women is 54.4% lower than that of men.

The median bonus pay of women is 39.0% lower than that of men.

Proportion of employees in each pay quartile

Upper Quartile

Female **21.7%** Male **78.3%**

Upper Middle Quartile

Female **29.8%** Male **70.2%**

Lower Middle Quartile

Female **36%** Male **64%**

Lower Quartile

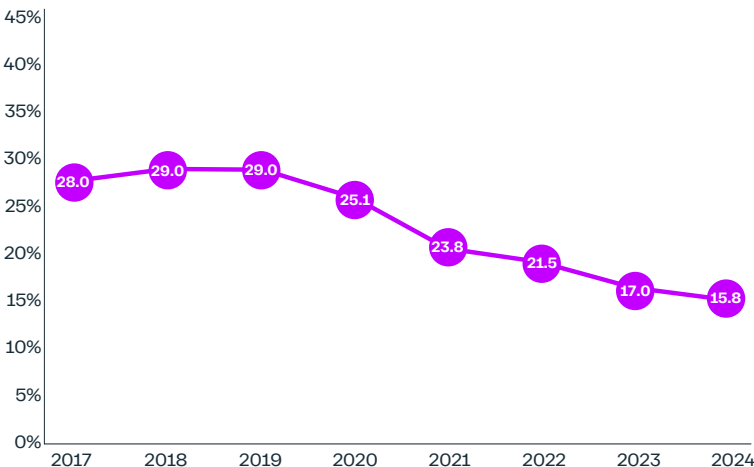
Female **39.3%** Male **60.7%**



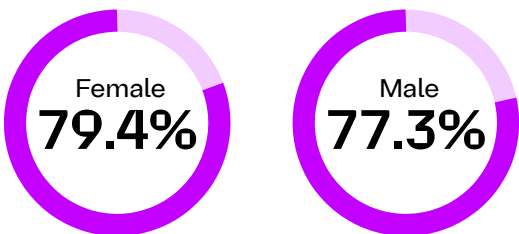
Our Results: AtkinsRéalis PPS Limited

Mean Gender Pay Gap

The mean pay of women is **15.8%** lower than that of men.



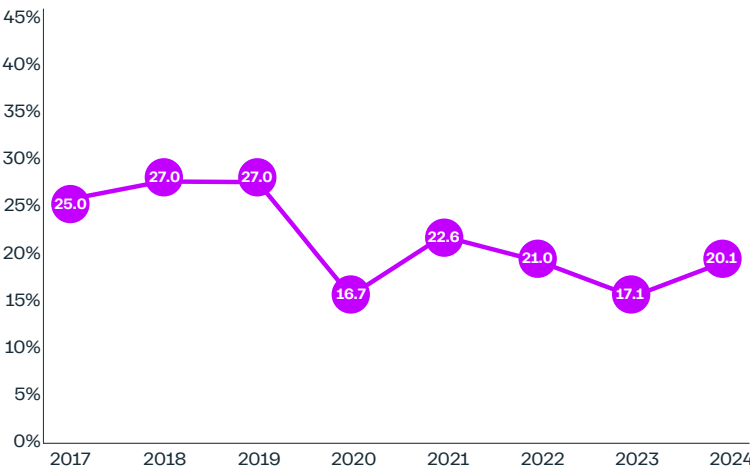
Proportion of Employees Receiving a Bonus



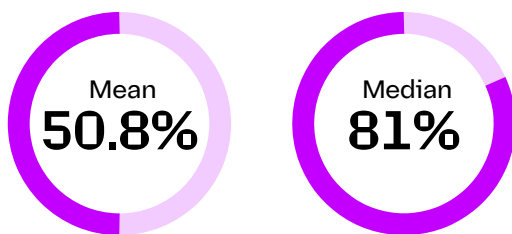
79.4% of all women and 77.3% of all men received a bonus.

Median Gender Pay Gap

The median pay of women is **20.1%** lower than that of men.



With a Bonus Gap of



The mean bonus pay of women is 50.8% lower than that of men.

The median bonus pay of women is 81% lower than that of men.

Proportion of employees in each pay quartile

Upper Quartile

Female **23.4%** Male **76.6%**

Upper Middle Quartile

Female **24.8%** Male **75.2%**

Lower Middle Quartile

Female **33.6%** Male **66.4%**

Lower Quartile

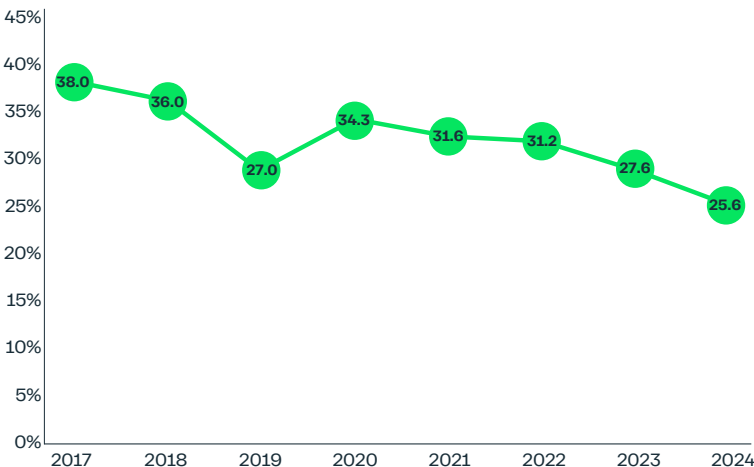
Female **38.2%** Male **61.8%**



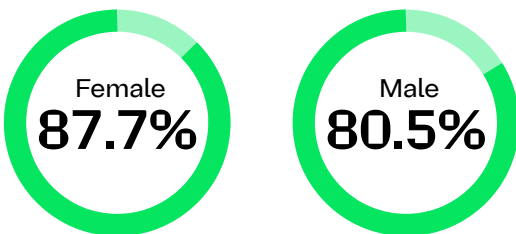
Our Results: AtkinsRéalis Rail & Transit Limited

Mean Gender Pay Gap

The mean pay of women is **25.6%** lower than that of men.



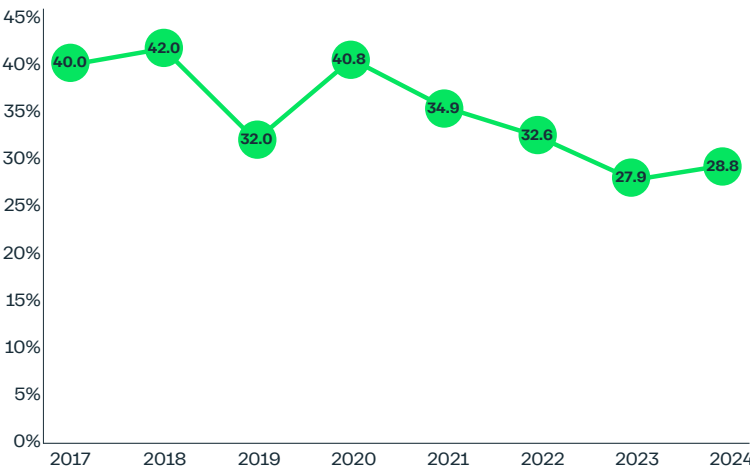
Proportion of Employees Receiving a Bonus



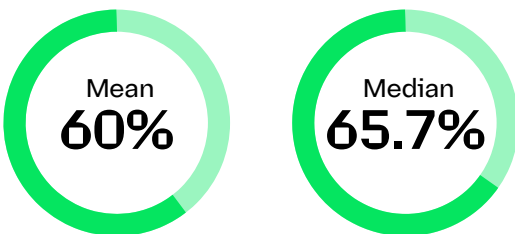
87.7% of all women and 80.5% of all men received a bonus.

Median Gender Pay Gap

The median pay of women is **28.8%** lower than that of men.



With a Bonus Gap of



The mean bonus pay of women is 60% lower than that of men.

The median bonus pay of women is 65.7% lower than that of men.

Proportion of employees in each pay quartile

Upper Quartile

Female **4.4%** Male **95.6%**

Upper Middle Quartile

Female **15.7%** Male **84.3%**

Lower Middle Quartile

Female **16.9%** Male **83.1%**

Lower Quartile

Female **32.2%** Male **67.8%**





We're not all the same, and that's our greatest strength. Different views and opinions enhance our ability to provide value-added performance and better services. That's why we believe... Different makes a difference.

