

Gender Pay Gap Statement 2023/24

*Special thanks to our colleagues
featuring throughout.*

SYSTRA

EXECUTIVE SUMMARY/FOREWORD

Gender pay gap 2023/2024

“ SYSTRA’s ambition is to create a diverse, inclusive workplace which allows colleagues to be themselves and give of their best. Achieving this will allow us to serve our customers better, contribute to the success of our business and help us create a more equal society.

We are very pleased to report more substantial progress overall towards closing the Gender Pay gap in our 2024 Report. Whilst recognising there is still much to do, this reinforces how successful our approach of listening to and working collaboratively with colleagues has been. We strive to continuously improve our policies and processes and to further develop an inclusive and fair culture.

Moving forward we will continue to progress the actions previously identified, along with:

- A more specific focus on removing barriers to development and progression for part time colleagues
- Further developing our reporting of ED&I data and analysis to gain more insight regarding access to training, development and promotion opportunities and under-represented groups in specific areas of the business.
- Working more closely with clients and partners to share good practice and support wider reaching change.

SUZANNE WALKER
HR Director



GENDER PAY GAP EXPLAINED

Gender pay gap 2023/2024

What does the gender pay gap tell us?

The gender pay gap shows the difference in the median hourly rate of pay for men and for women, expressed as a percentage of the men's median's salary.

The gender pay gap is an indicator of lack of female representation in senior, more highly paid roles.

It is important to recognise that this is a different metric to equal pay and does not indicate inequities in pay for comparable roles. Equal pay is governed by the Equality Act and SYSTRA carefully analyses this as part of our salary review process.

Factors that drive the Gender Pay Gap

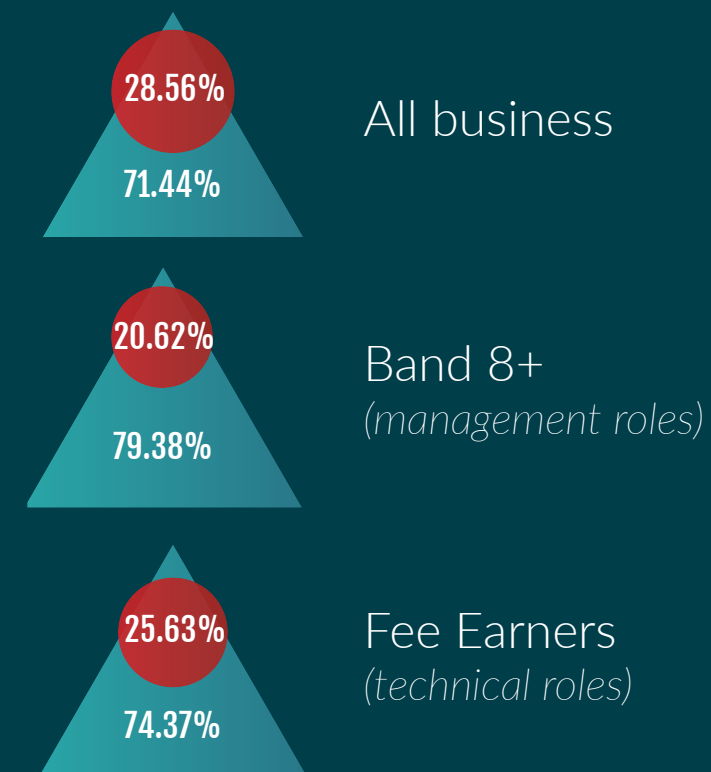
A number of factors have been identified as key contributors to the general Gender Pay Gap we see across many industries.

- Conscious and unconscious bias playing out in hiring and promotion decisions
- Women and men working in different industries and different jobs, with female-dominated industries and roles attracting lower wages
- Insufficient adaptability in the workplace to support caregiving and other obligations, particularly in senior positions
- High rates of part-time work for women
- Women's greater time out of the workforce for caring responsibilities impacting career progression and opportunities
- Women's disproportionate share of unpaid caring and domestic work

Key:

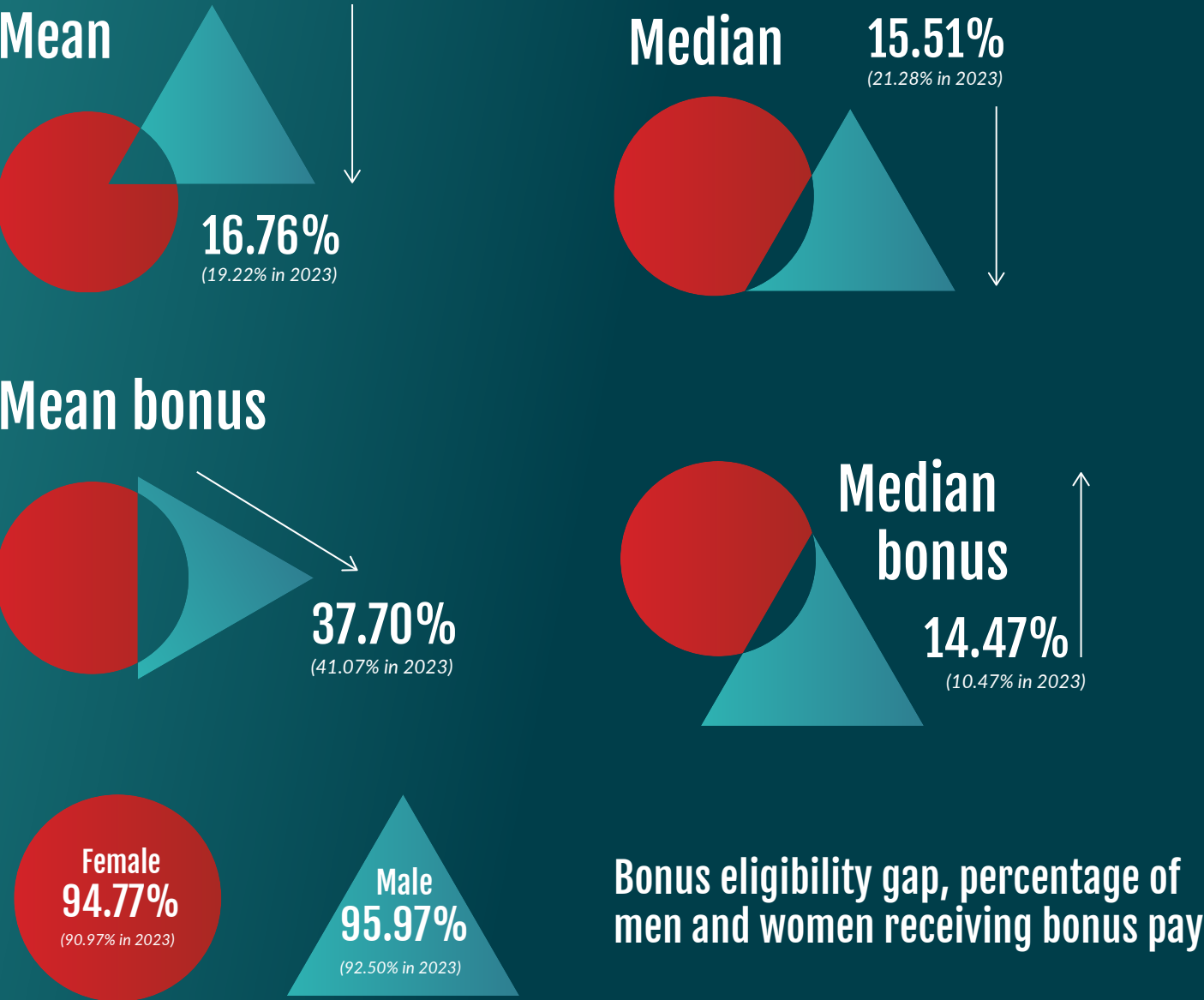


Binary gender representation across the business:



UK & IRELAND FIGURES

Gender pay gap 2023/2024



Female

94.77%

(90.97% in 2023)

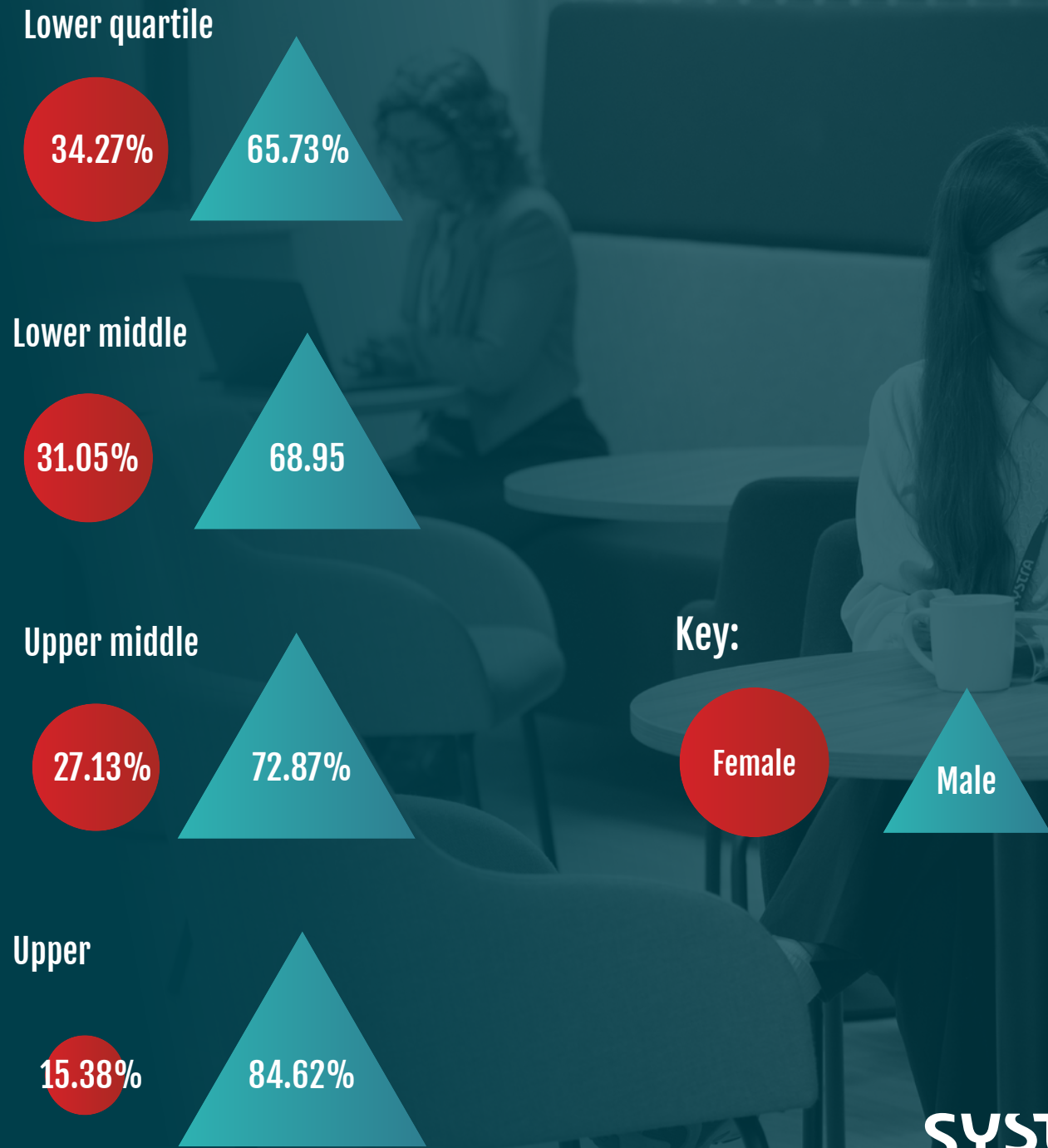
Male

95.97%

(92.50% in 2023)

Bonus eligibility gap, percentage of men and women receiving bonus pay

Gender representation by pay quartile:



EVERYONE ONBOARD

Gender pay gap 2023/2024



Our vision for equality, diversity and inclusion (ED&I)

We have continued to build on our ED&I strategy, shaped by feedback and ideas from our ED&I colleague engagement group.

This group is open to all colleagues and focusses across the following areas:

- Age
- Disability
- Gender
- LGBTQI+
- Race & Ethnicity
- Religion
- Socio-Economic

The 5 pillars support our action plan which drives forward our strategy.

Included here are some of the actions which support our work to reduce the gender pay gap.



Everyone has a voice

1. Keep Moving Webinar with Alana Newbrook, CEO SYSTRA Australia & New Zealand.
2. Gender Pay Gap Explained Webinar to discuss the drivers of the gender pay gap and give colleagues the opportunity to ask questions.
3. International Women's Day communications and events shared globally across the SYSTRA Group.
4. Involving the ED&I Colleague Engagement Group to provide input to policy reviews including the family friendly policy, reasonable adjustments policy, other leave transitioning at work policy.

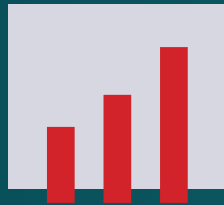


Everyone Recognised

1. Flexible Working Case Studies shared internally and externally via our website
2. Reviewing our website to ensure diverse imagery, case studies which are representative of our workforce and inclusive language.
3. Entered partnership with Women in Transport to support engagement on topics relevant to women across the industry.
4. Introducing a structure and guidance to support Employee Resource Groups across a range of subjects relevant to ED&I and Wellness.

EVERYONE ONBOARD

Gender pay gap 2023/2024



Monitoring our performance

1. Launch of updated ED&I survey and data gathering policy to enable more detailed reporting and analysis of the effectiveness of our ED&I strategy.
2. Achieved Clear Assured Bronze accreditation and making substantial progress towards Silver accreditation.



Attracting diverse talent

1. Flexible Working Case Studies shared internally and externally via our website.
2. Reviewing our website to ensure diverse imagery, case studies which are representative of our workforce and inclusive language.
3. We have introduced an applicant tracking system which supports improved consistency and transparency of our recruitment processes and decision making.



Giving back

We have been involved in at least 75 STEM engagement events during 2023 & 2024, across 8 different regions within the UK. Notably, we have delivered 28 activities in Yorkshire and Humberside, and 26 activities in the West Midlands.

This includes attendance at:

- STEM Women Graduate Careers Event
- Girls in STEM Careers Speed Networking
- Girlguiding STEM Careers Day
- Aspire Women in STEM Careers Event

We actively aim to promote the experience of women within the company, inclusive of those within senior positions, through articles on our website (example), via social media posts (example), and also through employee case studies.

2025 GENDER ACTION PLAN

Gender pay gap 2023/2024

- Further develop the active promotion of work experience opportunities via organisations that work with under-represented groups
- Continue to target early careers recruitment toward schools, colleges, and universities with most diversity
- Continued focus on fulfilling the commitments made in our Menopause Workplace Pledge
- Continuing to build relationships with external organisations focussed on promoting gender diversity & equality
- Aim to complete Clear Assured Silver Standard
- Accelerating our 2025 Gender Pay Gap Reporting to Autumn 2025
- Incorporating our Gender actions into a Gender Equality Plan
- Focus Groups exploring barriers to women in senior roles
- Sign Inclusive PPE Campaign Pledge





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