

Gender Pay Gap Report

City Building Engineering Services (CBES)

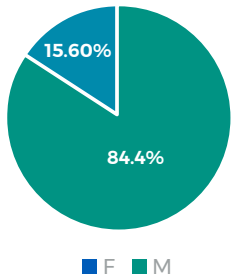
About us

City Building Engineering Services (CBES) was established in 1999 initially formed as City Projects then as a separate company CBES in 2005. CBES is committed to fostering constructive solutions throughout a total business offering and have circa 500 colleagues providing services in a range of disciplines including refrigeration, food services, mechanical & electrical, building and energy management.

The following report has been produced in accordance with the Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 with a snapshot date of 5 April 2018.

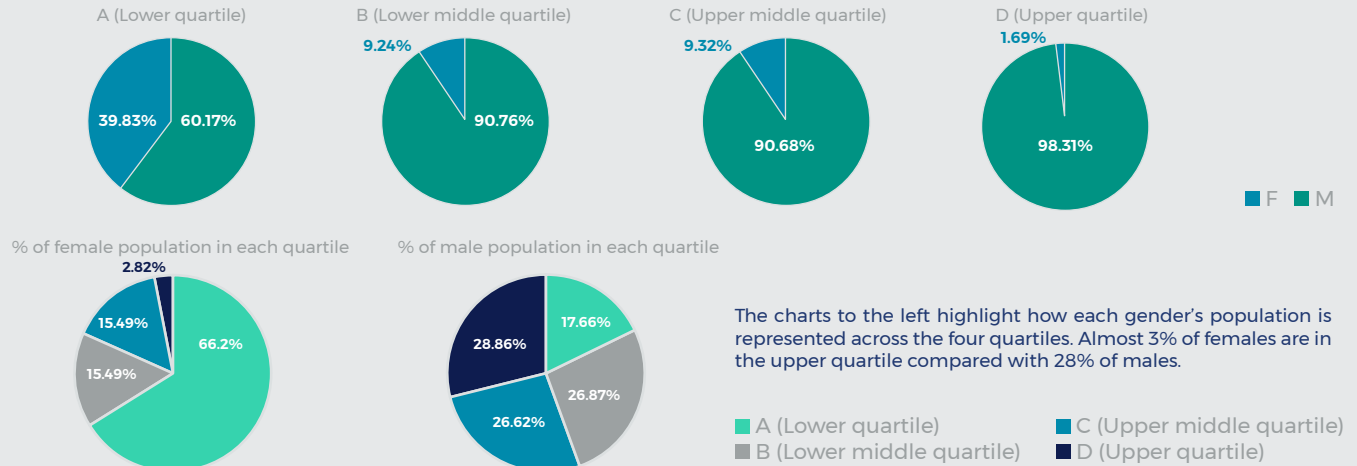
Workforce demographics

Female/Male colleagues



Women represent 15.60% of our workforce, a slight increase of 0.32% from 2017. Women are, however, still under represented in managerial, engineering and technical roles and are predominately employed in support roles within the office environment.

Pay quartiles

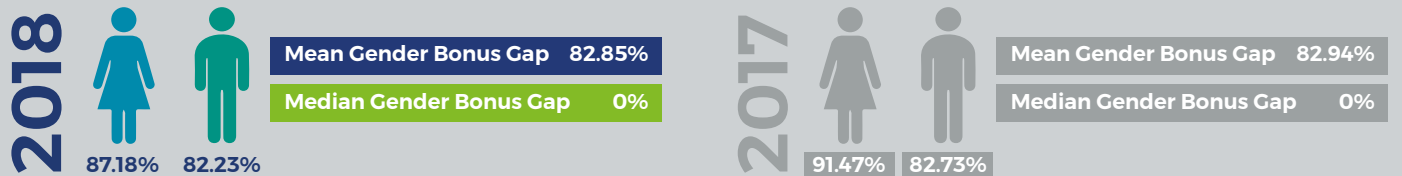


Gender pay gap

| | |
|--|---------------|
| CBES Mean Gender Pay Gap 2018 | 31.15% |
| CBES Median Gender Pay Gap 2018 | 31.84% |
| UK Mean Gender Pay Gap | 17.9% |
| <i>Source: ONS Annual Survey of Hours and Earnings</i> | |
| CBES Mean Gender Pay Gap 2017 | 33.09% |
| CBES Median Gender Pay Gap 2017 | 33.36% |

Gender bonus gap

The regulations define bonus as including commission, recognition and length of service awards in the form of cash and vouchers. The proportion of each gender in receipt of a bonus and the gender bonus gap at CBES is outlined below:



Note: When we prepared our figures to report in 2017, we did not include our £10 Christmas Bonus vouchers which are given to 286 colleagues who qualify because they earn up to £35,000 per annum. Had the vouchers been included in the 2017 data our reported bonus numbers would have been as above.

Bridging the gap

As a construction and engineering company, we face the same challenge as similar employers in recruiting women into many of our roles. In the UK, only 14%* of the industry's workforce is made up of women. Having improved our working conditions for women such as enhanced maternity pay and promotion of flexible working we continue to work hard to broaden appeal. We provide diversity training for recruiting managers and our senior recruits are appointed using a structured interview process.

As an industry we do not see enough females looking to pursue a career in construction. Some of our female colleagues have undertaken STEM (Science, Technology, Engineering and Mathematics) Ambassador training in 2018 and we will continue to support STEM initiatives and schools to spread awareness of the opportunities available.

Pathways is our group management and leadership development programme that is open to all colleagues. To date, 15% of colleagues selected to participate in the Pathways programme within CBES have been female.

We are also a long-term supporter and sponsor of Women in Property.

(*Source: <https://www.goconstruct.org/construction-today/diversity-in-construction/women-in-construction/>)