

## Gender Pay Gap Report

Carnell Support Services Limited (“Carnell”) provides specialised maintenance and civil engineering services to support the UK transport and infrastructure sectors.

Carnell collaborates with our clients and suppliers to improve value and develop innovative techniques, which provides sustainable solutions whilst keeping our workforce safe. Carnell has six core capabilities: Civil Engineering, Drainage Surveys and Remediation, Technology and Lighting, Barrier and Fencing, Filter Drain Recycling, and SafetyCam Solutions. These services overlap, with our teams working together to effectively achieve our clients’ objectives.

This is Carnell’s fifth report and is for the snapshot date 05 April 2023.

On the snapshot date, Carnell employed 295 relevant employees. 89.5% of relevant employees were male, and 10.5% were female.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	Current year	Previous year
Mean gender pay gap	20.7%	30.2%
Median gender pay gap	22.7%	31.5%
Mean gender bonus gap	64.2%	52.2%
Median gender bonus gap	-66.7%	-12.5%
Male employees receiving a bonus	75.8%	82.2%
Female employees receiving a bonus	74.2%	80.8%

Both the mean and median gender pay gaps have improved during the period. This is primarily due to an increase in females in the upper pay quartiles and a decrease in females in the lower pay quartiles. Whilst the proportion of females in the upper quartiles at the snapshot date increased, most of these individuals did not qualify for the annual bonus, resulting in an increase to the mean gender bonus gap.

Pay structures in the business are fundamentally different for weekly paid site-based employees and monthly paid employees. Site based employees make up the majority of the workforce, and their pay structure includes enhancements for night work and over time. Monthly paid (non-site) employees will not typically benefit from either of these pay enhancements but are incentivised on performance by way of a bonus. As females are more highly represented in our monthly paid employee headcount than in our site-based employee headcount, this results in a median gender bonus gap that is in favour of females.

## Proportion of males and females in each quartile

	Current year				Previous year			
	Upper	Upper Middle	Lower Middle	Lower	Upper	Upper Middle	Lower Middle	Lower
Males	93.1%	93.2%	98.6%	74.0%	95.4%	95.0%	97.1%	73.8%
Females	6.9%	6.8%	1.4%	26.0%	4.6%	5.0%	2.9%	26.2%

### What is Carnell doing to address its gender pay gap?

It is the policy of the Company that there shall be no discrimination or less favourable treatment of employees or job applicants in respect of age, race, colour, ethnic or national origins, religion, sex, disability, political beliefs, or marital status. The Company engages, promotes, and trains staff on the basis of their capabilities, qualifications and experience, without discrimination, giving all employees an equal opportunity to progress within the Company.

Carnell has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic set out above. Carnell continues to be a real living wage employer.

Carnell has been successful in attracting female applicants for roles in its support services, however, the proportion of women applying for operational and technical roles remains relatively low. We believe this is as a result of being in the construction and civil engineering industries, which do not attract enough females to fill the vacancies on offer.

We continue to be part of a Group level forum for EDI and are currently collaborating with Investors in Diversity to further enhance EDI at Carnell. We continue to be a signatory to the CIHT Diversity and Inclusion charter. We have also launched a women's forum called Women in Carnell to empower and attract more women to work for us and in the industry.

Carnell are a Gold member of Women into Construction and a member of Women into Transport through Kier. This highlights our commitment to increasing females in industry. This allows us for example, to promote our vacancies through these websites and engage in opportunities to share ideas and learning.

We regularly attend STEM events across the UK to help educate school and college pupils of the opportunities within the construction and civil engineering industries.

**Leigh Manton**  
**Finance Director**  
**14 March 2024**