

Gender Pay Gap Report

City Building Engineering Services (CBES)

About CBES

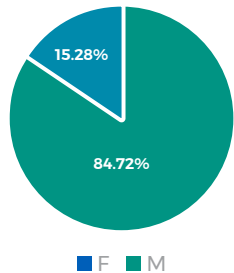
CBES takes pride in offering constructive solutions, including a wide range of construction and engineering services. We are part of City, one of the world's largest, privately owned facilities management companies, with over 12,000 colleagues across five continents.

CBES is proud of our culture and our commitment to our people. Succession planning and colleague development is a key part of our people strategy and we firmly believe in providing progression opportunities and helping each colleague reach their full potential.

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 2017.

Workforce demographics and gender pay gap

Female/Male colleagues



The chart to the left demonstrates that women currently represent 15% of the CBES workforce. Women are under-represented in managerial, engineering and technical roles and are predominantly employed in support roles within the office environment.

Males and females are equally represented on our Group Board.

CBES Mean Gender Pay Gap	33.09%
CBES Median Gender Pay Gap	33.36%
UK's National Mean Gender Pay Gap	18.1%

Source: Office of National Statistics 2016

The above figures highlight the current gender pay gap within CBES. This is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay.

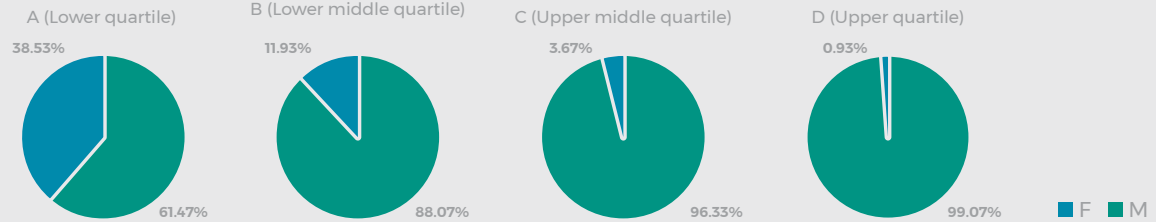
The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as location allowances and shift payments.

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

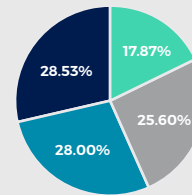
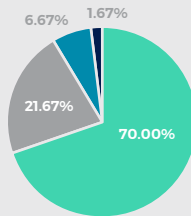
All CBES colleagues working in the same role and location, regardless of gender, are paid the same hourly rate of pay.

Pay quartiles



Gender distribution across CBES is represented in four equally sized hourly pay quartiles, shown above. Proportionally more men hold managerial, engineering and technical positions, which are higher paid.

% of female population in each quartile % of male population in each quartile

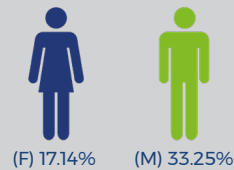


The charts to the left highlight how each gender's population is represented across the four quartiles, these charts demonstrate 90% of females are in the lower two quartiles.

■ A (Lower quartile) ■ C (Upper middle quartile)
■ B (Lower middle quartile) ■ D (Upper quartile)

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:



Mean Gender Bonus Gap	62.27%
Median Gender Bonus Gap	61.39%

Only managerial, engineering supervisory positions and business development roles are eligible for bonus and/or commission within CBES therefore a higher proportion of males received a bonus. The definition of bonus in the regulations includes recognition and long service awards and all our colleagues, regardless of role, are eligible to receive these.

Bridging the gap

As a construction and engineering company, CBES faces the same challenges as other employers in the sector in recruiting women into roles. In the UK, only 12.8% of the industry's workforce is made up of women* however we are committed to increasing the number of females who apply for roles and progress their career within CBES.

CBES has taken steps to improve our approach and working conditions for women including the enhancement of maternity pay, promoting flexible working and a childcare voucher scheme. We are also a long term supporter and sponsor of Women in Property which we believe will help promote change across the industry as well as within our business.

Apprenticeships are a crucial element of our resourcing and talent development strategy. We promote our apprenticeship programme nationally, feature female apprentices on our marketing materials and facilitate their attendance at the Scottish Apprenticeship Show to encourage female attendees to engage with us. We also have a "Women in IT" apprenticeship strategy and actively look for opportunities to talk to and encourage young people, including females, into starting their career in IT through our apprenticeship programmes.

We aim to improve our gender pay gap over the next 12 months by setting out a strategy which includes engagement with schools through our STEM ambassadors, joining forces with our recruitment partners to include more female candidates, attracting more female apprentices to technical roles and encouraging females to participate in our Pathways management and leadership programme. This is open to all colleagues and in 2017, 50% of our participants were female.

(*Source: Office of National Statistics)

For further information on City Building Engineering Services (CBES) visit www.cbcs.co.uk