



# UK Gender Pay Report 2023

# ABOUT CTS

## CTS IS COMMITTED TO EQUAL OPPORTUNITIES AND TO THE EQUAL TREATMENT OF ALL OUR EMPLOYEES

CTS, are a leading provider of Geotechnical Consulting, Construction Materials Testing and Surveying and Monitoring services to the UK construction, infrastructure and civil engineering industries.

Our people are vital to the success of the company, and as such, we are committed to ensuring that everyone is treated equally across our entire business, including providing the same opportunities, career progression and reward for all.

In April 2022, we employed 490 people, across 11 sites in the UK.

The gender split for 2021/22 was as follows:

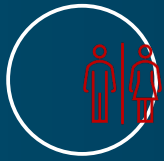
TOTAL	MALE	FEMALE
490	409	81

At CTS we recognise that we have a critical role to play in attracting and retaining women in roles within the construction sector. Whilst we take a gender-neutral approach to recruitment, we are committed

to working hard to address the imbalance within our industry and continue to create an inclusive environment for all of our colleagues.



# Understanding The Gender Pay Gap



## Pay Gap

The gender pay gap is the difference between the average hourly earnings of men and women. It measures the difference between men and women's average pay in a company, as a proportion of men's earnings. For example, a 10% gender pay gap shows on average that women earn 10% less an hour than men. It is a legal requirement for all employers in the UK with more than 250 employees to report on their gender pay gap.



## Equal Pay

Equal pay is different to the gender pay gap and is the legal right for men and women to be paid the same for doing the same or similar jobs. At CTS we are reviewing pay for colleagues in similar roles. We are looking at factors which may make a difference to pay, such as experience and location. While equal pay and the gender pay gap mean different things, they both provide valuable insight.

## How do we calculate our gender pay gap?

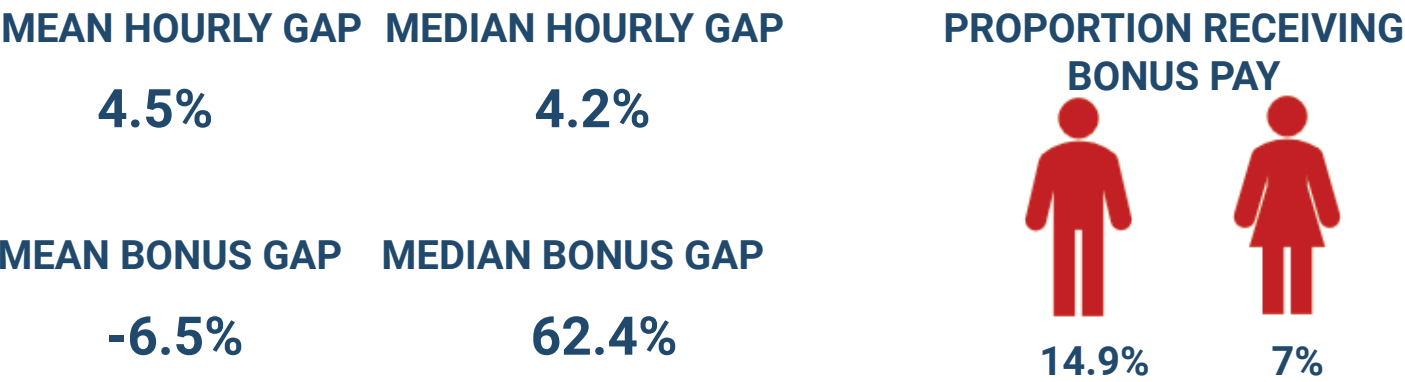
We use two different ways of measuring the difference between men and women's salaries, the mean and the median (as required by law).

The mean figure takes the sum of all the men's salaries and divides it by the number of men, then does the same for women. The women's figure is then shown as a proportion of the men's and the difference between these two figures produces the gap. It is this figure that we report on.

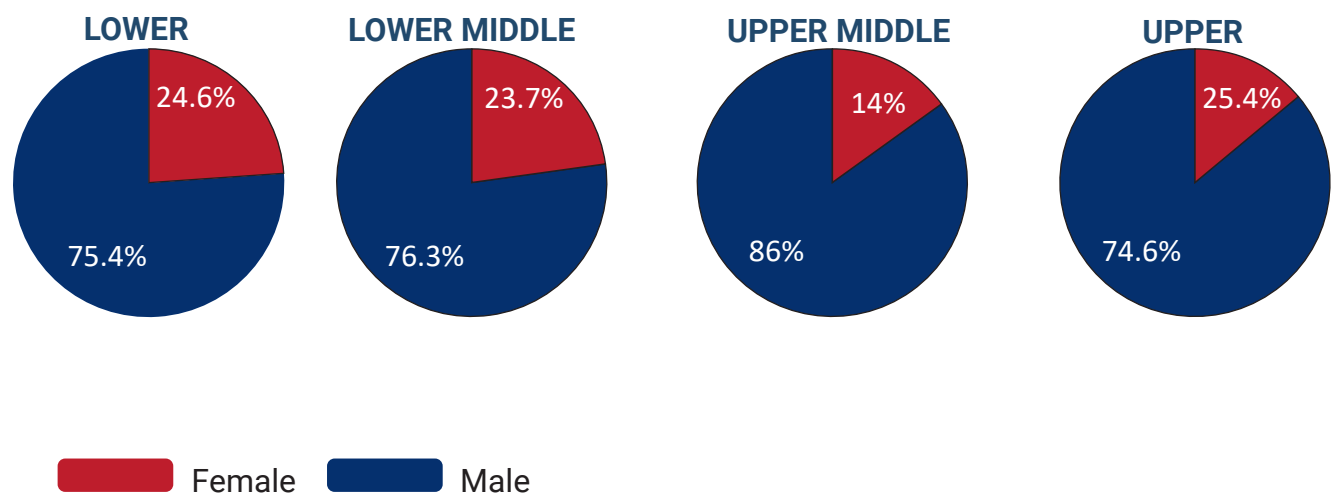
The second report we produce is the median figure. This figure is calculated by listing all the men's salaries from lowest to highest and takes the middle number, this is then compared to the same figure for the women's salaries.



# Our 2022 Results



## PAY QUARTILES



## What do these figures mean?

These figures show the gap between the average pay for men and average pay for women at CTS and represents the distribution of our workforce across different roles, experience and seniority.

Our gender pay gap is 4.5%, this has reduced significantly from 12.6% on the previous year as shown in the table below.

	Mean	Median
CTS 2022 Figures	4.5%	4.2%
CTS 2021 Figures	12.6%	-0.8%
CTS 2020 Figures	14%	6%

# What are we doing to make a difference?

We recognise that whilst we made significant positive reductions within 2022, there is still more that we need to do in closing the gender pay and bonus gap.

Our commitment to increase the number of women in both management and higher paid roles is helping to close the gap. We have increased the representation of women in senior positions across our business including, two female board members, and bolstered the central function employing a female Head of Finance and National HSE Manager

Our COFE Club (Creating Opportunities for Excellence) continues to grow from strength to strength doubling its membership base. This initiative is designed to support and empower women across our business, allowing them to learn and develop new skills. Over the last 12 months 50% of members saw career progression or promotion since becoming part of the group.

We have already trained a number of women through our STEP Management and Life-Cycle programs and we will continue to ensure there is fair representation of female participants in any future training plans.

We are committed to continuously reviewing and improving our recruitment and selection processes, ensuring adverts benefit from gender-neutral language, encouraging more women to apply for roles within CTS and ensuring our practices are free from gender bias.

The company has recently been acquired and we will be going through a period of change over the next 12 months. We will be working on the integration process for the next six months, we will then focus on new initiatives for the coming year.



**CONTINUOUSLY REVIEW  
AND CHALLENGE**



**EDUCATE AND  
DEVELOP**



**RECRUITMENT AND  
SELECTION**

We are committed to looking at ways to support our colleagues, such as having a culture open to flexible working and allowing people to maintain a healthy work-life balance.

# A message from our MD

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## Committed to continuing to build a more diverse and inclusive workforce across CTS.

As one of the leading providers of Geotechnical, Consulting, Construction Materials Testing and Surveying and Monitoring services, CTS has a responsibility to not only invest in, but also to recognise the skills and capabilities of the many talented colleagues that make up our great business.

To ensure our sustainability as a business, enrich and challenge our thinking and to create real value in our intellectual capability we must continue to promote as diverse and as inclusive culture as possible by attracting, developing and maintaining the great people that our organisation needs to continue to be successful.


Three years ago, CTS set out on a path to significantly increase the investment we make across all sectors of our business with regards to people and skills development. These initial programmes have now matured and form part of our ongoing commitment to our team members to develop their leadership capability, their technical skills and acumen and to ensure sustainable levels of reward and remuneration to reflect a growing, leading business in the construction sector. Our COFE club (Creating Opportunities for Excellence) which promotes and develops women within our organisation has continued to expand and we have seen more than 50% of those involved progress through promotion in their roles. We have developed our recruitment and selection processes which have in turn led to an increase

in the number of female leaders joining the business.

The development and launch of a set of values across the business in 2021 has helped define how CTS should and do behave and as we continue to grow these values along with the supporting structures have and will continue to promote the recruitment and development of women within our organisation to ensure that we have a strong, resilient team ready to continue the success of the business to date.



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