

UK Gender Pay Gap Report

2024

Foreword

Welcome to AECOM's 2024 Gender Pay Gap Report for the UK. This year we have made progress across all reportable metrics, surpassing our regional targets for women in leadership and recruiting a record number of female graduates.

Female representation makes up nearly a third of our UK workforce at 29.1 per cent. The proportion of women in leadership positions has also risen from 14.5 per cent in 2023 to 17.5 per cent in 2024, surpassing our regional target of 16 per cent.

In early years recruitment, we continue to see a consistent increase in the number of entry-level women joining our teams. Our intake of women at this career stage is approaching 50 per cent, underscoring our commitment to nurturing future female talent.

Since reporting began in 2018, we have reduced our UK gender pay gap by 5.7 percentage points. Our long-term strategy to promote equity, diversity and inclusion (ED&I)

in our region is focused on making continuous progress in narrowing our gender pay gap each year. At the same time, we are dedicated to implementing the necessary measures to ensure these reductions are sustainable for the future.

Our efforts to promote equity continue to receive external recognition. In 2024, AECOM was honoured as a Times Top 50 Employer for Gender Equality, acknowledging our actions and commitment to advancing gender equality in the workplace.

We were also awarded the Gold Level Clear Assured Accreditation, following our swift progression through silver and bronze levels. This prestigious accreditation is highly respected in our industry and is supported and recognised by many of our clients. We remain committed to advancing our journey and aim to achieve the next level, platinum, in due course.

Another highlight from this past year is winning the Employers Network for Equality and Inclusion (enei) 'Inclusive Culture Award'. The award recognised our efforts to create a more welcoming workplace, which has helped transform our culture,

fostered a sense of belonging for employees, and effectively represented the clients and communities we serve.

This is AECOM's first UK gender pay gap report since I became regional chief executive, and it's impressive to see this recognition and progress. While we are proud of these achievements, we recognise that there is still much more work to be done. Achieving greater gender representation remains a priority and will be crucial for further reducing our gender pay gap in the future. Our aim is to foster an inclusive environment where everyone can thrive irrespective of gender. Accountability for this progress sits with leadership, and we remain committed to driving meaningful change.

Richard Whitehead
*Chief Executive,
Europe and India, AECOM*



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Summary

What is AECOM's gender pay gap in the UK?

For the 2024 reporting date, AECOM's mean gender pay gap stood at 15.2 per cent and our median gender pay gap was 15.7 per cent.



Summary

A year of steady progress

This year's reporting for AECOM in the UK shows improvements across every reportable metric. Our pay and bonus gaps have all reduced, and our female representation in the upper pay quartiles has increased.

The primary reason for the gender pay and gender bonus gaps is the higher proportion of men in senior, higher paid roles that also qualify for our structured bonus scheme. So, while we have a much closer balance of male and female employees in more junior positions, we continue to seek ways to retain and develop this pipeline of talent to achieve a better balance in more senior roles over time.

Our mean gender pay gap was 15.2 per cent in 2024. While annual fluctuations are possible, we have observed a clear downward trend since reporting began, with an overall reduction of 5.7 percentage points during this period.

While change in a large workforce occurs gradually, our overall female representation now exceeds 30 percent. This steady increase is expected to continue, moving us towards a more balanced workforce at every level as we transition from a historically male-dominated industry. Female representation in the upper pay quartile has consistently increased from 16 per cent in our first report to nearly 20 per cent in April 2024, contributing to improvements in the broader metrics.



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The first tab in the table shows the pay gap data for all AECOM UK employees, while the following two tabs, AECOM Ltd and AECOM Infrastructure & Environment UK Ltd, show the data for the business entities which we are required to report.

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While the legislation requires us to report our gender pay gap for each legal entity with more than 250 staff, the two reportable legal entities stem from a historic business acquisition and do not represent current business structures; therefore, our commentary reflects the entire AECOM workforce in the UK as this is the complete and most relevant measure.

Our commitment

How we're working to reduce the gender pay gap

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Looking forward

In 2025, we will introduce additional initiatives to further our progress towards closing the gender pay gap and creating a more inclusive workplace. These initiatives include establishing an alumni group for past participants of our Balanced Talent programme, featuring peer-to-peer coaching. This group is designed to provide ongoing support for our women and empower them to become role models for others.

We will continue to support and raise awareness of women-specific issues, such as menopause, across all genders by promoting our perimenopause and menopause champions. We will also deliver a campaign to raise awareness about sexual harassment.

Declaration:

We confirm the information and data reported is accurate as of the snapshot date 5 April 2024.



Richard Whitehead
Chief Executive,
Europe and India, AECOM

Applicable to all genders, the campaign will help us take steps to prevent situations that may impact how safe women feel in the workplace.

We will continue to foster a welcoming work environment for caregivers, a group predominantly composed of women. Our Beyond Abilities ERG supports employees who are disabled, neurodivergent, or caregivers. In 2025, the efforts of this vital ERG will help us achieve the status of Disability Confident Leader under the UK government's Disability Confident employer scheme, which aims to enhance how employers recruit, retain, and develop disabled individuals.



Jo Atkinson
HR Director, Europe and India

We remain committed to hitting and resetting our gender targets across the region and to tackling local issues with ED&I action plans as we continue to advance our progress towards closing the gender pay gap.

AECOM is the global infrastructure leader, committed to delivering a better world. As a trusted professional services firm powered by deep technical abilities, we solve our clients' complex challenges in water, environment, energy, transportation and buildings. Our teams partner with public- and private-sector clients to create innovative, sustainable and resilient solutions throughout the project lifecycle — from advisory, planning, design and engineering to program and construction management. AECOM is a *Fortune 500* firm that had revenue of \$16.1 billion in fiscal year 2024.

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