

Gender pay gap report 2025

YTL Infrastructure

A subsidiary of YTL Construction UK



YTL Construction UK

YTL GROUP



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About us

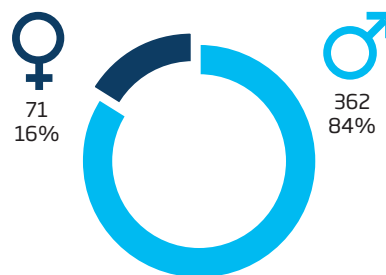
YTL Infrastructure was formed in November 2024 as a subsidiary of YTL Construction UK and is part of the globally recognised YTL Group. The group operates across power, water, rail, digital communications, construction, cement manufacturing, property development, investment and hospitality.

YTL Construction UK brings together YTL's global expertise with Wessex Water's construction capability to form an innovative construction company with the resources, skills and track record to be a major UK player.

We prioritise health and safety, high-quality project delivery, people development, environmental sustainability, financial and risk management, and excellent customer and stakeholder engagement.

Workforce composition

Our workforce reflects historical gender imbalance within construction and engineering, with men comprising 84% and women 16% of employees.

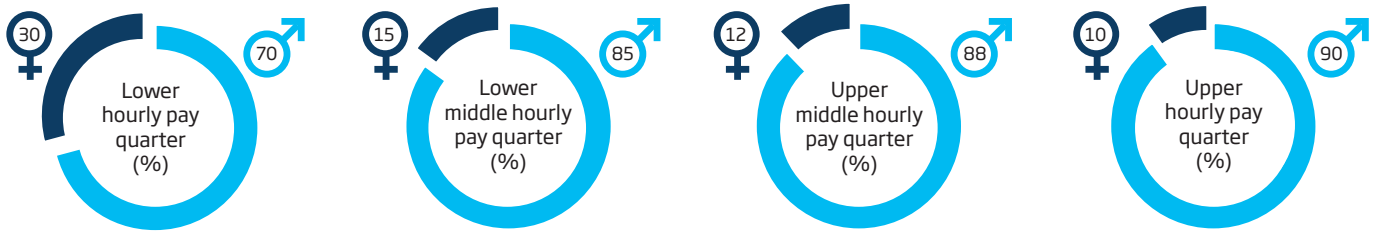


We recognise the need to improve representation and continue investing in outreach, apprenticeships, and inclusive recruitment activity to support future development and long-term change.

Pay distribution by gender

Pay quartiles divide our workforce into four equal groups based on hourly pay from highest to lowest and show the proportion of men and women across the pay spectrum.

As a new organisation formed through TUPE from historically male-dominated industries, representation at all levels reflects that context.



Women are underrepresented across all quartiles and more concentrated in the lower pay bands, consistent with broader industry trends.

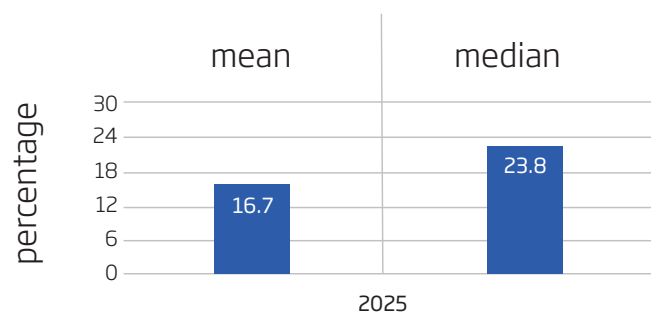




Understanding our gender pay gap

The gender pay gap measures the difference in hourly pay between all men and all women within an organisation, regardless of role or seniority. This differs from equal pay, which ensures men and women are paid the same for work that is of an equal or equivalent value.

As of 5 April 2025, our mean gender pay gap is 16.7% and our median gap is 23.8%, both above national and regional averages.



Understanding mean and median gender pay gap

Pay quartiles divide our workforce into four equal groups based on hourly pay from highest to lowest and show the proportion of men and women across the pay spectrum.

As a new organisation formed through TUPE from historically male-dominated industries, representation at all levels reflects that context. Women are underrepresented across all quartiles and more concentrated in the lower pay bands, consistent with broader industry trends.

- **Mean gender pay gap:** The difference in average hourly pay for men and women. This is influenced by representation at senior levels.
- **Median gender pay gap:** The midpoint in a list of hourly pay when arranged in order from lowest to highest. The median gender pay gap is the percentage difference between the hourly pay of the middle-ranking male employee and the middle-ranking female employee. This is less affected by high or low outliers and is often a clearer indicator of structural differences.

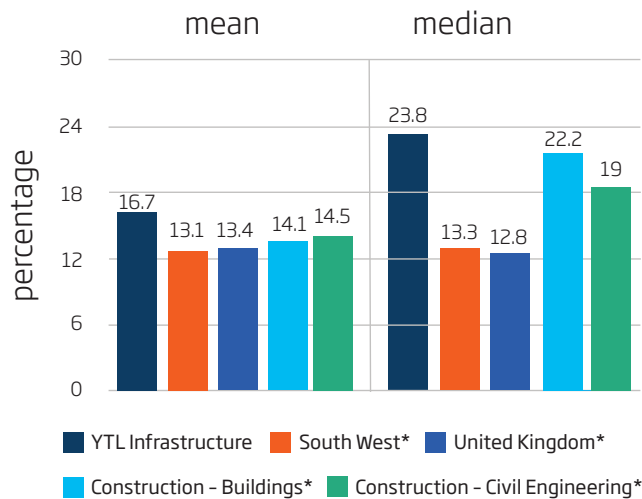
Key influences on our gender pay gap

Several structural and legacy factors contributed to the pay gap:

- most of the workforce transferred from the water industry - an historically male-dominated sector
- a predominantly male senior leadership team
- fewer women in STEM and technical roles which typically attract higher pay
- fewer women currently represented in higher-paid site-based roles.

Our gender pay gap for the first year is above the UK average. We are committed to making positive strides toward greater equity.

Our gender pay gap is above national and regional averages but broadly aligns with the wider UK construction sector, particularly civil engineering. This reinforces the need for long-term workforce diversification.

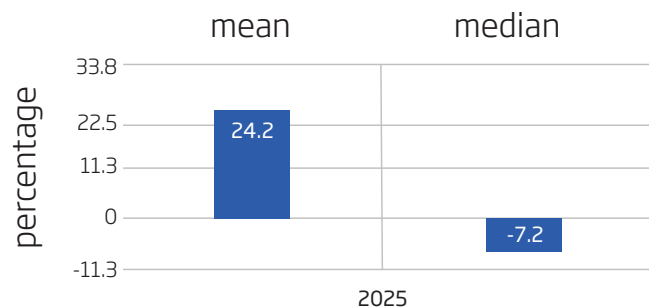




Gender bonus gap

The gender bonus gap reflects differences in bonus payments made during the 2024-2025 performance year. As of 5 April 2025, our mean gender bonus gap is 24.2%, however our median gap is -7.2% (ie, 7.2% in favour of women).

- 26.8% of women received a bonus
- 40.1% of men received a bonus



Why the gap looks this way

While a higher proportion of men received bonuses, the median bonus received by women was higher, driven by women in managerial roles which are eligible for a bonus.



Reducing our gender pay gap: *focus areas*

Community education

Our education and careers teams work closely with schools, colleges and universities to raise awareness of construction and engineering careers, particularly among young women.

Careers Inspiration Advisers deliver high-impact activities including workplace visits, curriculum support and mentoring to help attract a more diverse future workforce aligned with national diversity goals.

Graduate and apprenticeship programmes

Across the YTL UK Group we offer more than 60 apprenticeship standards (levels 2-7).

- 32.7% of our higher-level apprenticeships are women.
- 18% of STEM apprentices are women - double the national average.

These programmes are central to our long-term approach to improving gender representation.

Flexible working initiatives

We actively encourage flexible, hybrid and part-time working and ensure adjusted working arrangements do not restrict access to development or progression opportunities.

Our commitment to diversity, inclusion and workforce equity

We are committed to building a workforce that is representative, inclusive and equitable. Key priorities include:

- increasing female representation in senior and technical roles
- broadening access to STEM careers through apprenticeships and outreach
- providing inclusive personal development opportunities
- enhancing career progression pathways for women
- ensuring colleagues' voices inform our diversity and inclusion strategy.

Culture, Inclusion and Diversity (CID)

Our culture is built on the principle that #EveryoneBelongs.

We support this through initiatives such as:

- reverse mentoring on gender, ethnicity, disability, neurodiversity and LGBTQ+ inclusion. Insights from the three-month programme are now informing our 2026 Culture, Inclusion and Diversity (CID) strategy
- inclusive recruitment - all adverts are passed through a gender decoder, and diverse selection panels oversee sifting, interviewing and decision making
- Bristol Women in Business Charter - as a signatory we work with local organisations to promote development opportunities and support women's advance. We were also the Gold Sponsor of their inaugural Women in Business Awards in March 2026
- Women in BIM (Building Information Modelling) - three colleagues are participating as mentees to strengthen representation in digital construction roles
- inclusive management training - all managers complete our training module, covering bias mitigation and Equality Act responsibilities
- supporting all gender identities - reviewing all policies, reporting and language to ensure they include and represent colleagues who identify outside the gender binary. This forms part of our 2026 CID strategy
- partnership with the Lighthouse Charity supporting wellbeing, mental health, menopause advocacy and financial and emotional resilience.

A workforce that reflects our community

We champion diversity and inclusion across gender, ethnicity, disability, LGBTQ+ inclusion and neurodiversity, ensuring our workforce increasingly reflects the communities we serve.

Our inclusion and diversity vision

Our vision is to celebrate diversity, foster inclusion and ensure fair access to opportunities for all colleagues by creating a workforce where everyone can thrive.

Assurance statement

I confirm that the published information is accurate and has been appropriately assured in all material respects.



John Thompson
Chief Executive of YTL Construction UK

Build better, build smarter, build right.



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YTL GROUP

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