

axis

Gender Pay Gap Report 2022

We pay people in similar roles equal pay regardless of gender

axis

Addressing the gap

At Axis we work by a set of core values which I believe are ingrained in all aspects of our business.

As part of the Responsible Business team at Axis, we improve and build on successful initiatives. I am proud of the work we do to give high quality work inspiration opportunities, inspirational career journeys to young people, engaging with the communities we work in and offering learning opportunities both to the students and our employees.

Our focus going forward is to continue to work with schools and colleges who understand the value of the work we do and the great careers we offer to all; by building quality relationships we achieve quality outcomes for our teams and our people.

We have continued to improve and develop our leadership and management programme, encompassing diversity & inclusion leadership, alignment sessions which highlight the success of our leaders to themselves and their managers and, most recently, a coaching programme across the different divisions.

In 2022 we are proud to have been re-accredited as a gold Investors in People company – we are taking the feedback and planning more transparent career journeys to inspire more women both internally and externally to try new opportunities.

We still want to continuously improve recruiting, training, developing, and retaining the numbers of females in our industry. By building networks we have a stronger message and hopefully this will improve attracting and retaining great talent.

Maria Northwood

Business Support Director,
Responsible Business Team



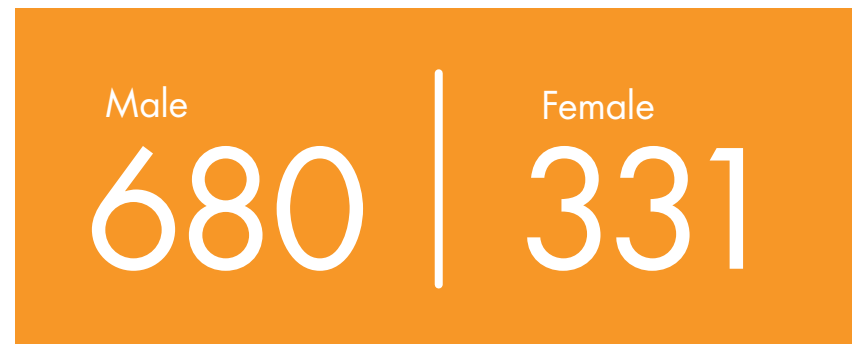
Gender Pay Gap Stats

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On 5 April 2022

1011

Employees



Gender of employees at Axis Europe PLC

33%

of our workforce are women

Mean

Median

12.6%

16.6%

Axis' Core Value #4

Embracing diversity will
broaden our horizons

Our Commitment

- 1** We have carried out an assessment for re-accreditation of Investors in People and have retained our gold standard. Using tools and external experts such as Investors in People, we have encouraged feedback and used this to improve and will continue to ask and challenge.
- 2** Women in Construction group – we have created a network group within Axis who meet monthly to carry out initiatives and actions.
- 3** We continue to build a pipeline of talented employees by building great partnerships with organisations and charities that share our values.
- 4** We share case studies and career journeys through our employee magazine, national events like National Inclusion Week and external events so our employees and our wider communities know what we can offer them.
- 5** We offer work inspiration and experience opportunities to females, targeting our invitation to get higher numbers of females through the door.
- 6** 10% of our workforce are apprentices and we want to increase year on year the numbers of females that make up the 10%.
- 7** We use our applicant tracking system to analyse where our candidates are coming from and build on what is working well.

What we said and what we did

1

Our improved technology and analytics continue to help us see areas where we need to improve and where we are doing well

3

We added enhancements to our family friendly policies

2

We used data to continue to review and develop our rewards

4

We invested in leadership development that embeds inclusion

Bonus Gender Pay Gap Data

"From the first day that I started, and walked in the building, I met people from different backgrounds and different cultures... as a woman, young person or a person of colour I feel very included."

Elizabeth Ogunfowokan
Trainee Quantity Surveyor

Proportion of male employees who have received a bonus

Proportion of female employees who have received a bonus

23.8%

32.9%

Mean bonus gender pay gap

Median bonus gender pay gap

0.6%

0%



Apprentices make up
10% of our work force

Axis' Core Value #3

Train and develop
people – their growth
becomes our growth

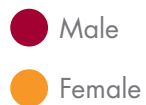
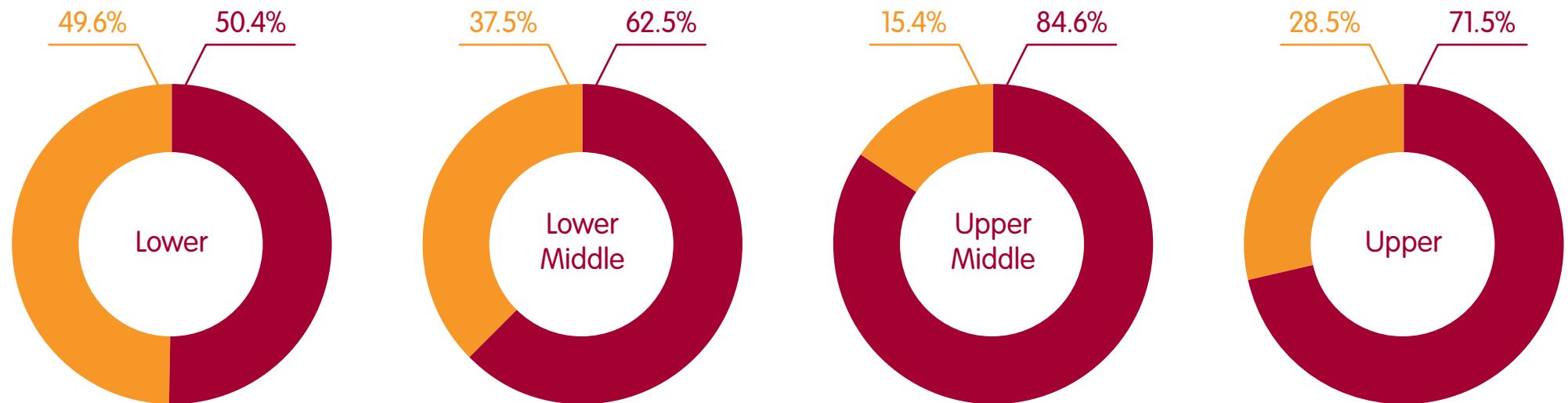


Axis Apprenticeships

Learn, earn, become qualified and start a career with an Axis apprenticeship. We held two events at our Stratford Offices this March to engage with apprentices and improve our apprenticeship scheme, celebrating National Apprenticeship Week. The first was a Friends and Family event for potential apprentices and their parents and guardians; the second, an Axis Apprentice Day attended by 60 Axis trainees and trade apprentices. Both 'open house' events were hugely successful and set the trend for future hosting!

"How amazing it was to finally find a company that sounds like they are truly giving investment into young aspiring adults... My son is inspired and excited so I can see a good future for him now." – Local parent, **Nicole**

Pay Quartiles by Gender



"Axis is one of the best companies for opportunities for women and progression. There are plenty of different roles here for women of any age: work on the tools, do my role as Assistant Site Manager, be an RLO, just give it a go, you will be quite surprised."

Simone McLoud
Assistant Site Manager

Work Inspiration

Collaborating with schools and community organisations we continue to raise awareness and offer training and work

- 1** Raise awareness of our business amongst young people in school and those who are looking for work.
- 2** Create more visibility of employment pathways and skills requirements within our sector so that young people can make informed decisions about future careers.
- 3** Provide structured work experience/work inspiration for students, male and female, to give young people insights into the industry. The work experience is underpinned by a work plan and clear feedback mechanisms to ensure it is meaningful for all parties involved.
- 4** Offer opportunities for employees to engage with young people across London through partnerships with schools in the areas we work, supporting 16-18 year olds who are making key decisions about future careers but struggling to make links with employers. Activities include career insights, online talks and presentations and mentoring.
- 5** Commit to building a diverse and inclusive talent pool of candidates, by improving attraction to prospective applicants via job descriptions and/or job adverts. We ensure language and tone are not off-putting or offensive to any group. Wording and imagery used in adverts is inclusive. In the current climate we are improving our technology to open up to the biggest possible audience and so we are clear and transparent in all our processes. All employees involved in the recruitment process, from senior management to line managers receive appropriate training and understand and support the organisation's commitment to diversity and inclusion. Where appropriate, we focus on skill sets rather than qualifications and work experience to attract and capture the widest diverse talent.
- 6** Increase visibility of our vacancies to a wide and diverse candidate base through our clients, residents of HAs and local government organisations as well as employment support organisations which work with school/university leavers, unemployed people and experienced hires.

Key Objectives for the next 12 months:

1

Work with great female leaders to inspire young people and target early careers events

4

Work with schools, colleges, and STEM networks to get our role models out there in front of your people

2

Build on our coaching programme, use this to encourage career development

5

Showcase our hybrid working and flexible career paths


3

Set up 'Free to be me' – an employee led group, employee led framework with the objectives they want to achieve

Inspiring Women

Our new Axis Women in Construction group shares inspiration and experience with all the women we are inviting to join us in a new career





"At Axis I have been given the opportunity to grow. Everyone is treated the same. We are all unique individuals with the same equal opportunities."

Teresa Tovar de Iannello
HR Manager

Teresa
Tovar De Iannello