

John Wood Group PLC  
Published April 2023

# Gender pay gap report 2022



Wood is a global leader in consulting and engineering, helping to unlock



# Introduction

This is a guide to the use of the  
the guide is the United  
Kingdom of Great Britain  
Act 2010 (Government of  
Regulation 2017. The  
elected aie  $\sqrt{16}$  ha 250  
e  $\sqrt{16}$  ee bihi f ai hei  
ge de a ga .

A ac i e a aec W dha e eda  
UK e i ge i ie , i c di gh e  $\sqrt{16}$  i h e ha 250  
e ee a he a h da e, 05 A i 2022.

I ei e i g ea b i e a d e i g e i  
c e ea ha ea ea c ai b e i  $\sqrt{16}$  a  
cha e gi g. H  $\sqrt{16}$  ee , b e  $\sqrt{16}$  ee he 2021 a d 2022 e i g  
ea he ha e e ai ed ea i e c i e , a a f  
2021 i bei gi ac ed b COVID-19. W di e i g he  
a e f 51.  $\sqrt{16}$  La g (  $\sqrt{16}$  La ge ) 19.5 h  $\sqrt{16}$  La ge ee. 0236 568.28 B i g

# Reporting requirements

The eg a i e, i e e i g a a d b e b  
e i g e i d f :

Mea g h a e f a he diffe e ce be ee he a e age  
g h a f a e a d f e a e e ee .

Media g h a e f a he diffe e ce be ee he edia  
g h a f a e a d f e a e e ee .

P i f a e / f e a e i h a e f a f a i e ( f b a d ).

Mea b a he diffe e ce be ee he a e age a a b  
a e e c e i e d b a e a d f e a e e ee .

Media b a - he diffe e ce be ee he edia a a b  
a e e c e i e d b a e a d f e a e e ee .

P i f a e / f e a e i e c e i f b e , i he 12 h  
b e f e h e a h d a e .

Re a e b i h e d he G e e e b i e , c a e g i e d b i d  
e c , a d a e h e d h e c a e b i e f a i i e i d f h e e  
e a . The e i f h e a h d a e f 5 h A i 2022 .

B i d i g a i i e d c e  
i c e a e g a d  
he e f e c i i c a he  
c c e f b i e  
e a . W i h a i i e d  
c e e c a e e  
e f a c e e c e e c e a d  
d e i e f i a b e g h ,  
g e h e . "

Lesley Birse

# Gender pay gap results

# Our key findings

Our key findings are based on the data reported in our 2022 Gender Pay Gap (GPG) report. The GPG for hourly rate of pay is 26%, and for bonus pay 44.2%. This is a decrease of 0.3% on the hourly pay gap, but an increase in the bonus gap of 15.7% since 2021. The median GPG for hourly rate of pay is 32.8%, and for bonus pay is 32.5%. This is a decrease of 5.2% on the hourly pay gap, and a decrease in the bonus gap of 51.7%.

## Key changes for 2022 reporting:

In 2022, the mean Gender Pay Gap (GPG) for hourly rate of pay is 26%, and for bonus pay 44.2%. This is a decrease of 0.3% on the hourly pay gap, but an increase in the bonus gap of 15.7% since 2021. The median GPG for hourly rate of pay is 32.8%, and for bonus pay is 32.5%. This is a decrease of 5.2% on the hourly pay gap, and a decrease in the bonus gap of 51.7%.

## Hourly Pay Gap:

In 2022, the hourly pay gap was 26%; the median was 32.8%. We have seen a decrease in the hourly pay gap of 0.3% since 2021. In 2022, 30% of employees were in the lowest pay band (2.3% higher than in 2021). The hourly pay gap for the lowest pay band was 15.7%, which is a decrease of 5.2% since 2021. The hourly pay gap for the highest pay band was 44.2%, which is a decrease of 51.7% since 2021.

The hourly pay gap for the lowest pay band was 15.7%, which is a decrease of 5.2% since 2021. The hourly pay gap for the highest pay band was 44.2%, which is a decrease of 51.7% since 2021. The median GPG for hourly rate of pay is 32.8%, and for bonus pay is 32.5%. This is a decrease of 5.2% on the hourly pay gap, and a decrease in the bonus gap of 51.7%.

# Addressing the gap

**In 2022 we continued to roll out Myriad (My Role in Inclusion And Diversity) aimed at increasing D&I through a culture of education, empathy and action, Key focus areas included:**

Shi i ga igh D&I ee  
 e hich cea ea ace die D&I  
 ac i ie a dcha i de - e ee ed  
 g :E a F i g, WREN, P ide,  
 De e i g P fe i a , A ed F ce a d  
 STEM. Each e had eade hi  
 h gha e ec ie e ide .

E i ge a i ie f g had  
 de e f a e e.

F e i g a e i e a d c e  
 h e e i c i i de i e e d c a a d  
 beha i a , h gh icie , ai i g, a d  
 c icai & e gage e a .

A ac i g a d e ai i g e ae f  
 hef ec f heg ba ae ,  
 c i g die e ae a d a chi g e e  
 he be g h i ie

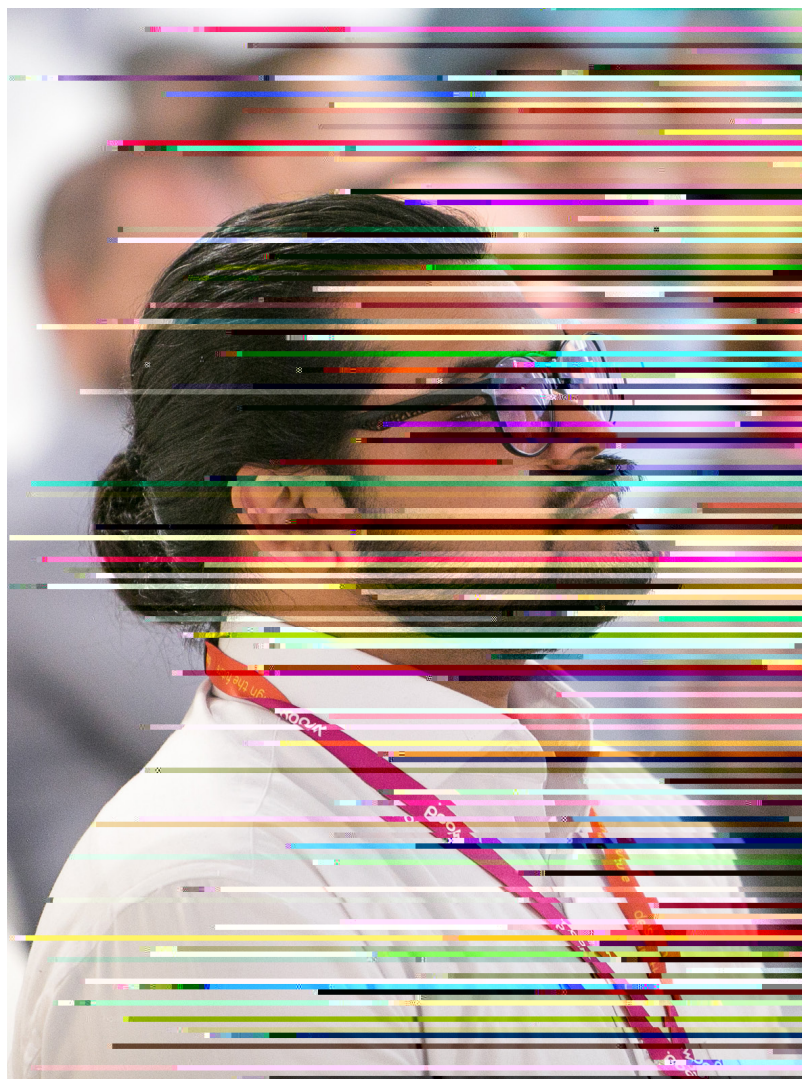
M i i g a d ea i g ge i g  
 effec i e a d e i a be e h d, i c di g  
 e de ga hic da a, e i g a ge  
 i e e e e ai i e a ea , a d  
 e gage e c e .

We a e f c ed a i g W d a ge a ace  
 a da ec i ed bi di g ac e  
 h e e e e e fee he be g, a e e e ed,  
 a d ed cceed. I N e be 2022,  
 W d S a eg a a ched, i c di g  
 'l i ed C e' a e f a e g i a .

I 2023 D&I ac i i e f a eg cea ea  
 ace h e e e e e e e e f be gi g.

O e ee e idea a f f e ee  
 c ec , ea , a d ha e i e ; he e a be e ee  
 ha ea ice, e W d ha e a e di g e a d ha e  
 ca d be e. O e a e e a d i c i e a. O e  
 ch e i E a F i g, f c ed ge de e i hich  
 de i e a chie e age de ba a ced f f ce b  
 ed ca i g, e ha i i g, e gagi ga d i g i e e  
 ai a be cha ge.

Die b de i e e e ha e a d i e e a ge f  
 bac g d, e e i e ce a d h gh ac eade hi  
 ai ec i e e i g he ge de ba a ce f  
 eade hi a d a age e ea . We ha ee ed ha  
 ba a ced cce i a a e i ace, a i c a c e i g  
 ech i ca a ea . A a f g ba ai abii  
 a ge e a ec i ed c i i g i e ge de  
 ba a ce i h a ga f 40% fe a e e e e ai i e i  
 eade hi e , b 2030.



**In 2023 our focus will be on the following key diversity and inclusion actions:**

- Drive a diverse and inclusive culture across all business units and functions.
- Refresh our Diversity & Inclusion strategy.
- Increase the representation of women in senior roles to 40% by the end of 2030.
- Enhance our recruitment and retention practices to attract and retain diverse talent.
- Provide training and development opportunities for all employees to foster an inclusive environment.
- Establish a diverse and inclusive leadership framework.
- Enhance our employee resource groups and networks to support diverse employees.

We are committed to creating a diverse and inclusive workplace. We will continue to work on these key diversity and inclusion actions to ensure that we are a fair and equitable organization for all.

The following table provides a summary of our diversity and inclusion metrics for the years ended 31 March 2021 and 31 March 2022.









**Business overview**

This initiative has been implemented in a pilot project in the area of the additional benefits of the effective use of the available resources. 43% of the beneficiaries (the majority of which are female staff).

**Beneficiaries:**

	% gap
Male	31.8%
Female	27.7%

Quartiles	Male	Female
Quartile A	80%	20%
Quartile B	87%	13%
Quartile C	95%	5%

**Benefits:**

	% gap
Male	73.4%
Female	69%

% in receipt of bonus

**Business overview**

This initiative has been implemented in the PSJ. The initiative is aimed at providing additional benefits to high performing staff. The initiative is aimed at providing additional benefits to high performing staff. The initiative is aimed at providing additional benefits to high performing staff.

**Benefits:**

	% gap
Male	N/A
Female	N/A

% in receipt of bonus





**John Wood Group PLC**

15 Justice Mill Lane  
Aberdeen  
AB11 6EQ  
UK

Tel +44 1224 851000

[woodplc.com](http://woodplc.com)