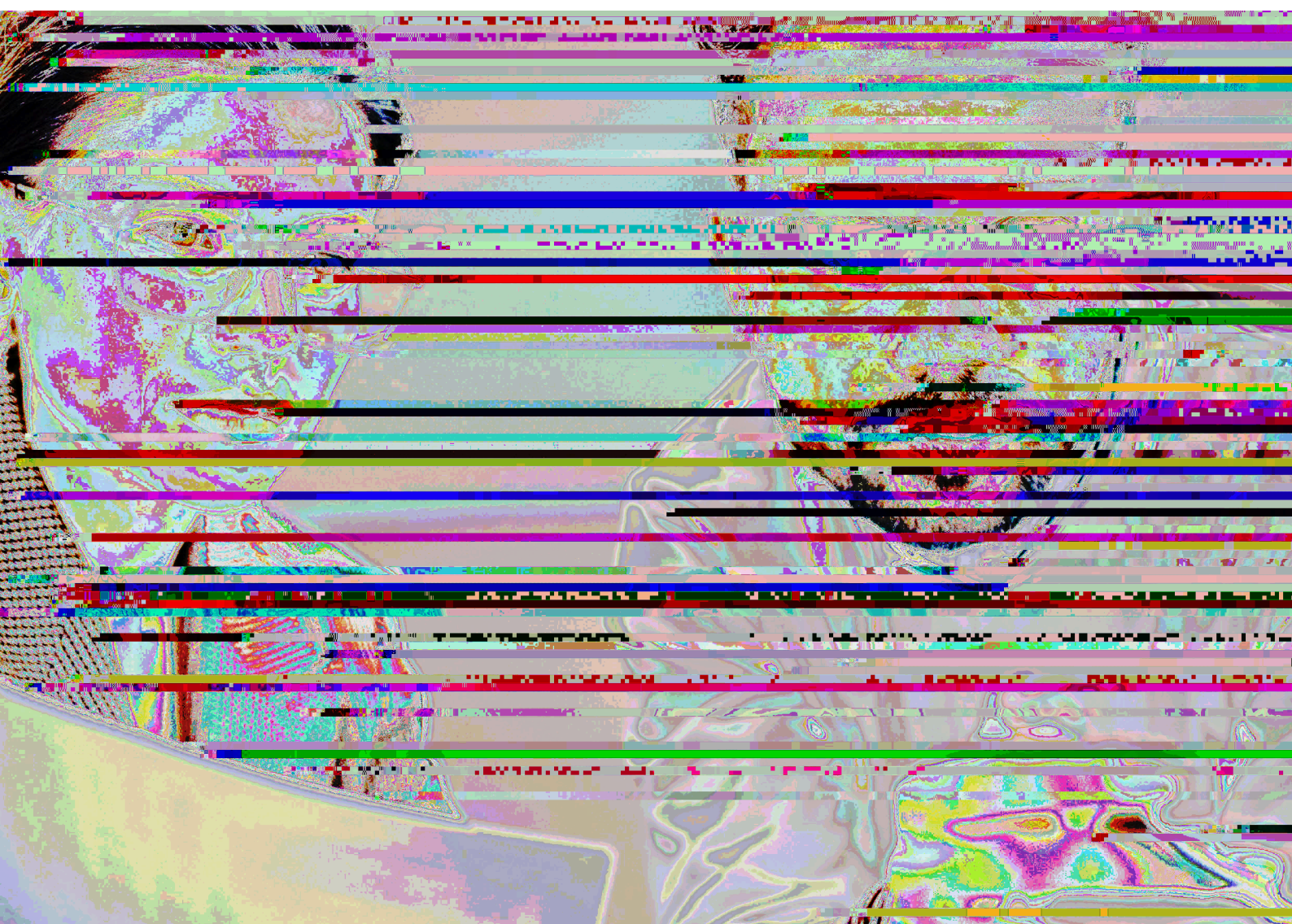




John Wood Group PLC
Published April 2022

Gender pay gap report 2021



Wood is a global leader in consulting and engineering across energy and the built environment, helping to unlock solutions to some of the world's most critical challenges. We provide consulting, projects and operations solutions in more than 60 countries, employing around 40,000 people.



Introduction

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Addressing the gap

In 2021 we launched a programme called Myriad (My Role in Inclusion And Diversity) aimed increasing D&I through a culture of education, empathy and action, Key focus areas include:

- **Education & Training** – We have a range of training and education programmes for our employees, including unconscious bias, diversity and inclusion, and leadership development.
- **Employee Resource Groups** – We have a range of Employee Resource Groups (ERGs) that provide a safe space for employees to share their experiences and support each other.
- **Leadership Development** – We have a range of leadership development programmes that focus on developing the skills and abilities of our leaders to create an inclusive and diverse workplace.
- **Community Engagement** – We have a range of community engagement programmes that focus on supporting and developing the communities in which we operate.
- **Supplier Diversity** – We have a range of supplier diversity programmes that focus on supporting and developing diverse suppliers.

Our Myriad programme is a comprehensive approach to D&I that focuses on education, empathy and action. We have a range of training and education programmes for our employees, including unconscious bias, diversity and inclusion, and leadership development.

We also have a range of Employee Resource Groups (ERGs) that provide a safe space for employees to share their experiences and support each other. Our ERGs are focused on a range of diverse groups, including women, LGBTQ+, and people with disabilities.

Our Myriad programme has been successful in increasing D&I across our organisation. In 2021, we achieved a 36,000% increase in the number of employees who completed our D&I training programme.

We have also seen a significant increase in the number of diverse employees in our organisation. In 2021, we achieved a 10% increase in the number of women in our organisation, a 5% increase in the number of LGBTQ+ employees, and a 2% increase in the number of people with disabilities.

Our Myriad programme is a comprehensive approach to D&I that focuses on education, empathy and action. We have a range of training and education programmes for our employees, including unconscious bias, diversity and inclusion, and leadership development.

- **Supplier Diversity** – We have a range of supplier diversity programmes that focus on supporting and developing diverse suppliers. In 2021, we achieved a 100% increase in the number of diverse suppliers in our organisation, from 250 in 2020 to 250 in 2021. We also achieved a 11% increase in the number of diverse suppliers in our organisation, from 10% in 2020 to 11% in 2021.

- **Community Engagement** – We have a range of community engagement programmes that focus on supporting and developing the communities in which we operate. In 2021, we achieved a 350% increase in the number of community engagement programmes in our organisation, from 10 in 2020 to 350 in 2021. We also achieved a 10% increase in the number of community engagement programmes in our organisation, from 10% in 2020 to 10% in 2021.

In 2022 our focus will be on the following key diversity and inclusion actions:

- Increase the number of women in senior roles to 40% by 2030.
- Increase the number of people from under-represented groups to 10% of our workforce by 2030.

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Wood Group UK Limited

Business overview

Wood Group UK Limited is a public limited company listed on the London Stock Exchange. The company is a leading provider of construction services in the UK. In 2023, the company reported a turnover of £1.33 billion, an increase of 3.3% from £1.28 billion in 2022. The company's profit before tax was £100 million, an increase of 67% from £60 million in 2022.

Employee numbers

5,068 employees as at 31 March 2023, representing **90.7%** of the total employee population.

76% Male **24%** Female

Board diversity

26.3% of the Board are female, representing **34.9%** of the total employee population.

Quartiles	Male	Female
1st quartile	58%	42%
2nd quartile	72%	28%
3rd quartile	85%	15%
4th quartile	89%	11%

Board diversity

39.9% of the Board are female, representing **62.5%** of the total employee population.

% in receipt of bonus

13.2% of the Board are female, representing **7.5%** of the total employee population.



Business overview

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