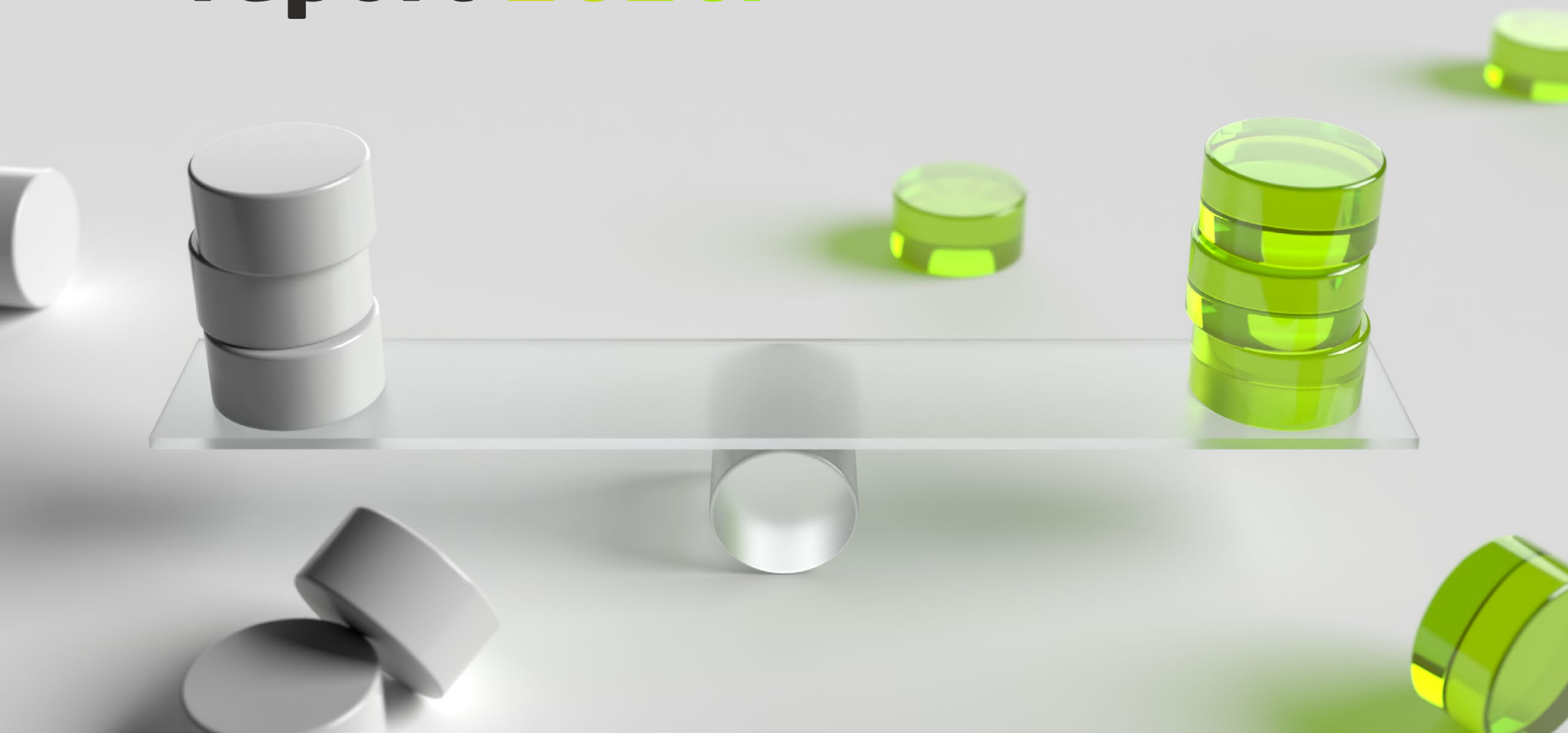
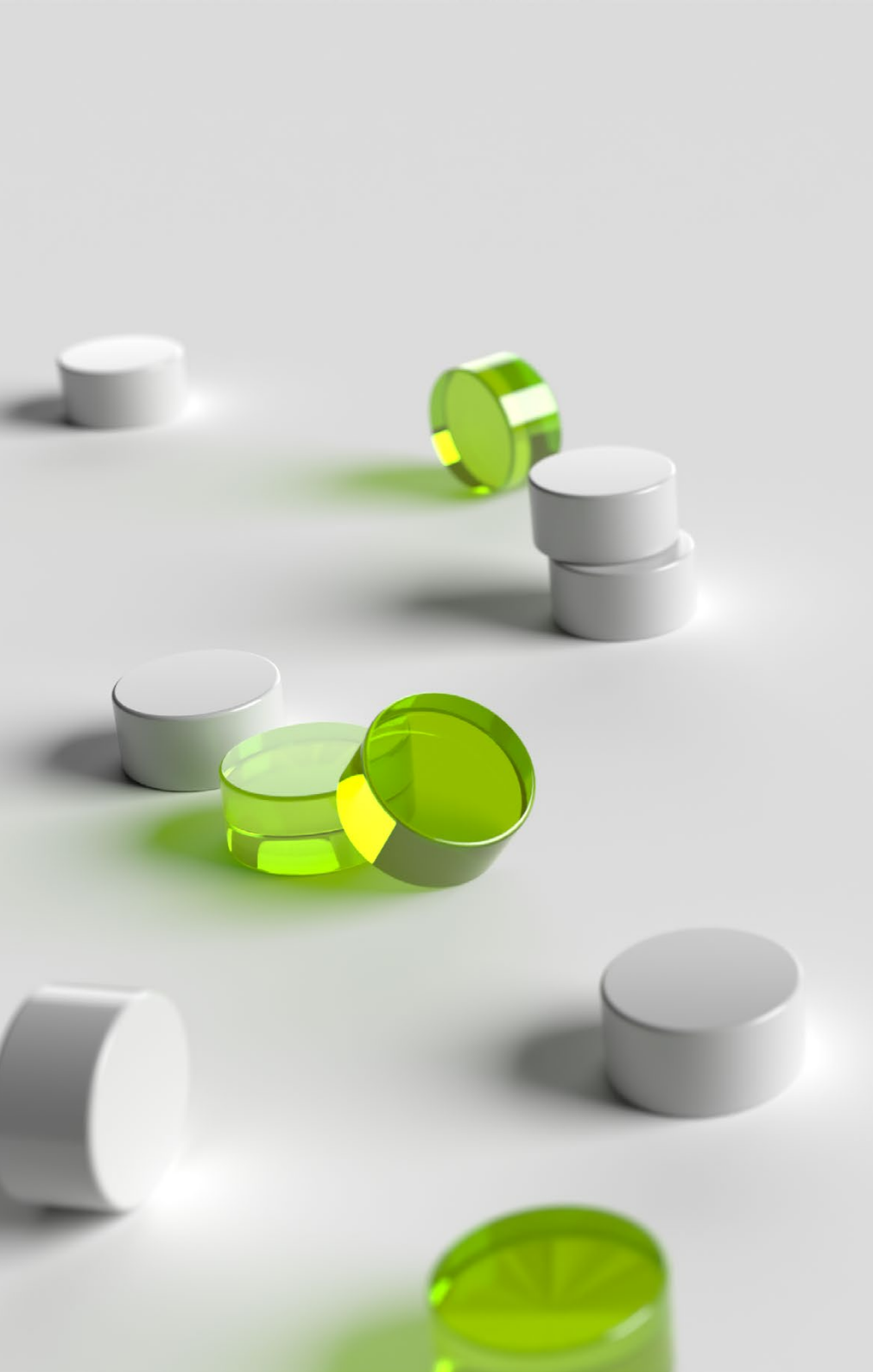


Gender balance report 2020.





The inception of reporting requirements for the gender pay gap was an important milestone to bring into focus the commitments to equality, diversity and inclusion. The gender pay gap shows the difference in the average pay between all men and women in an organisation regardless of their role or seniority and is based upon aggregate data.

It is important to note that the gender pay gap should not be confused with equal pay. Equal pay relates to the pay of the individual, and the law requires that men and women who carry out the same jobs, similar jobs, or work of equal value must not be paid differently because of their gender.

AKT II has always had an appreciation and understanding of the skills and talents of geographic, cultural and gender diversity in the people it employs. This diversity not only culturally enriches our workplace but also provides an openness to embrace a variety of approaches, which we have no doubt contributes to the very success of our business, the projects we work on and our reputation as design-led and innovative engineers.

As a company which operates within the construction industry, unfortunately, gender diversity has always been the area where being representative has been challenging as the industry has a legacy of attracting significantly more men than women, but we feel diversity has always been a part of our cultural DNA.

We work hard to attract and retain the best people and ensure we reap the benefits of social, ethnic and gender diversity.

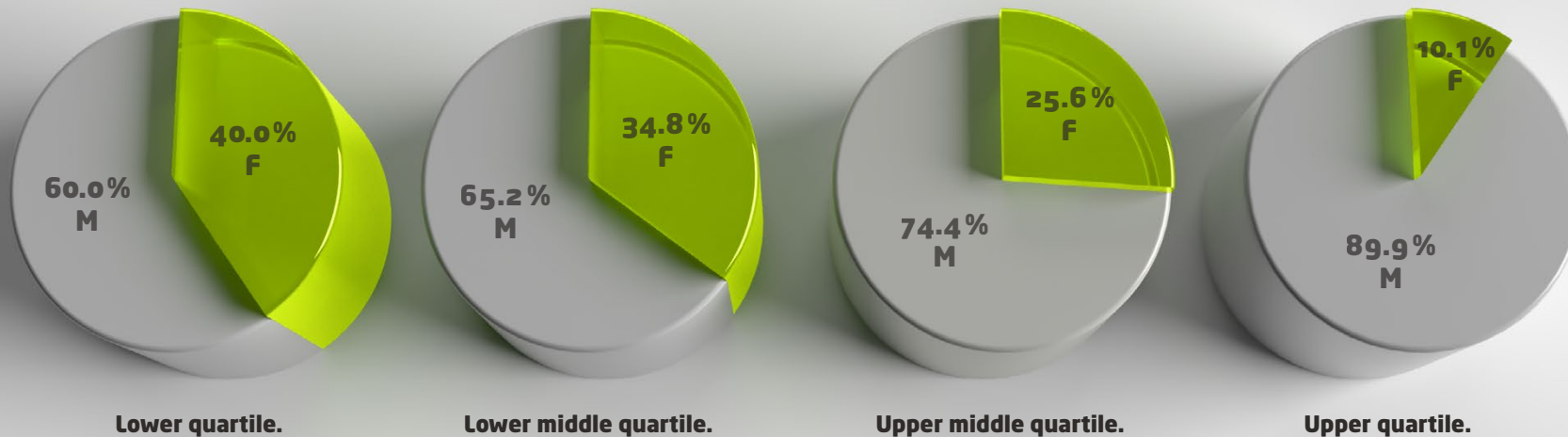
Gender pay gap figures 2020.

AKT II employs more men than women in the UK. Like most companies in the engineering and construction sector, our gender pay gap is largely a reflection of the disproportionate ratio of men to women in our business, particularly within our senior population. The figures below show our mean and median pay gap, bonus figures and the proportion of men and women within each quartile at the snapshot date of 5 April 2020, calculated in accordance with the statutory method.

The reasons for any pay gap are multiple and complex. As required by mandatory reporting, the pie charts illustrate the gender distribution across AKT II in four equal-size quartiles. It is evident that we have a larger percentage of males in more senior roles, which is a trend mirrored across our industry and is an area where we wish to inspire positive change. In looking at analysis since our first Gender Balance Report, our numbers have remained relatively static,

which demonstrates significant change takes time and investment of which we are strongly committed to achieving. Our female representation has increased 3% within our lower grades, which we see as positive to nurturing young female talent and our commitment to enhancing prospects at an early level of education.

Quartile gender split.



Gender pay gap figures 2020.

Our bonus gap is higher than our pay gap as we have more men in leadership roles with bonus related to base remuneration.

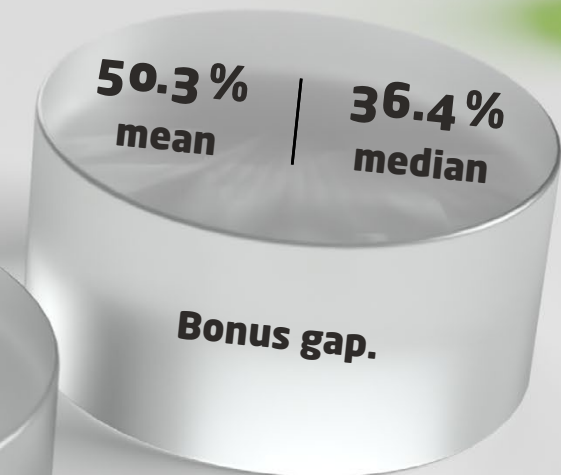
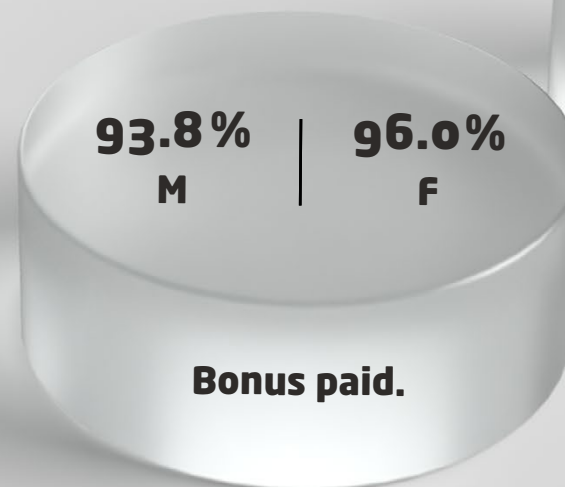
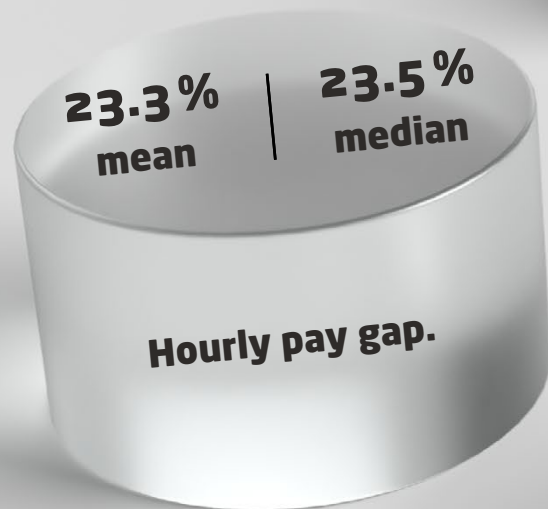
Definition of mean and median.

Mean:

The mean gender pay gap is the difference between the average hourly rate of pay of women compared with men in a company. This is expressed as a proportion of men's hourly rate of pay.

Median:

The median gender pay gap is determined by ordering the individual hourly rates of pay for all men and women from the lowest to the highest and then calculating the difference between the middle number in the male and female range for each entity. This is expressed as a proportion of the men's median hourly rate of pay.



Analysis of the figures / the bigger picture.

On analysis our pay gap is not an equal pay issue, men and women are paid equally for doing equivalent jobs across AKT II. Salaries are based on level of experience and are reviewed annually based on detailed metrics including experience and performance. For example, the starting salary for all graduates joining AKT II is the same.

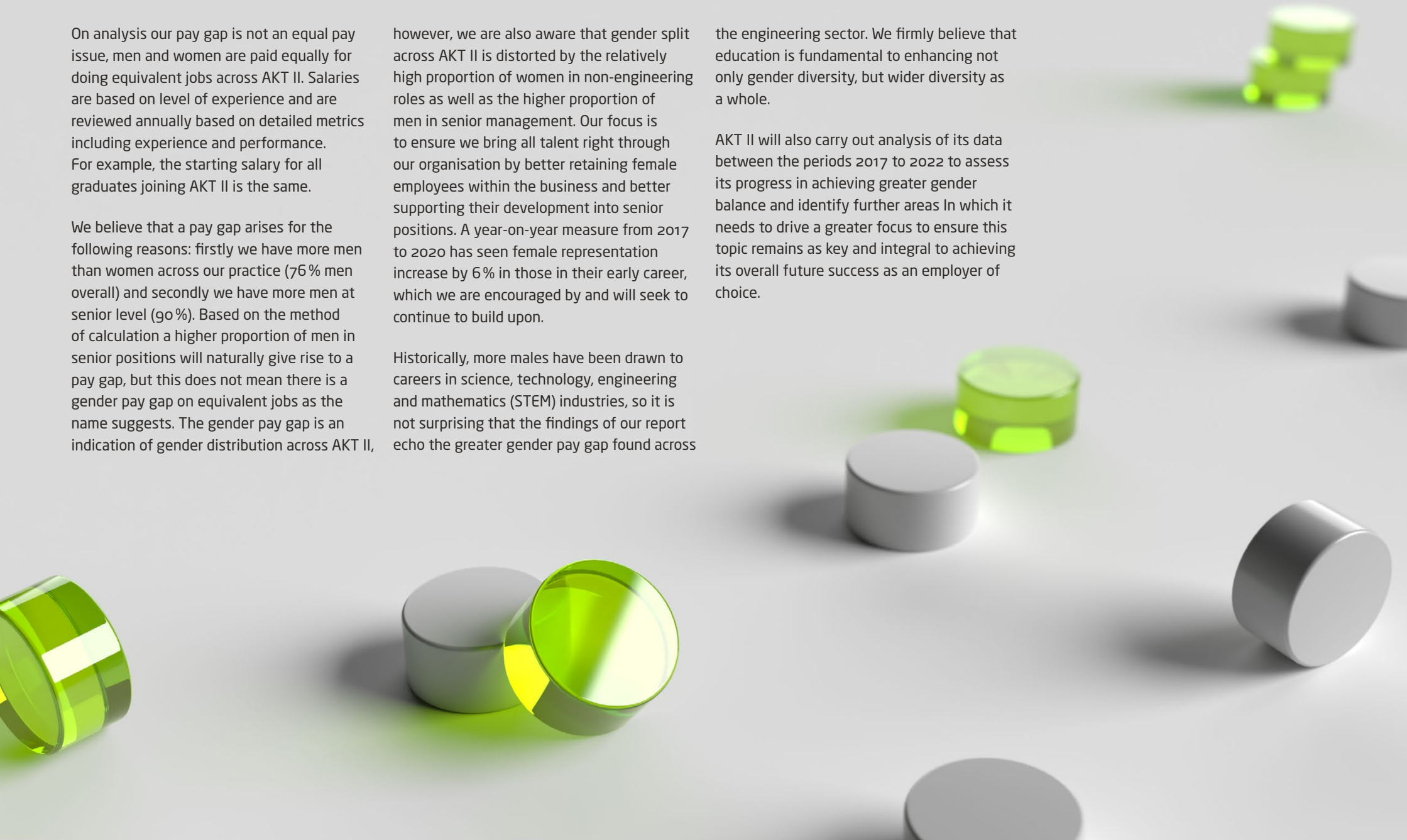
We believe that a pay gap arises for the following reasons: firstly we have more men than women across our practice (76% men overall) and secondly we have more men at senior level (90%). Based on the method of calculation a higher proportion of men in senior positions will naturally give rise to a pay gap, but this does not mean there is a gender pay gap on equivalent jobs as the name suggests. The gender pay gap is an indication of gender distribution across AKT II,

however, we are also aware that gender split across AKT II is distorted by the relatively high proportion of women in non-engineering roles as well as the higher proportion of men in senior management. Our focus is to ensure we bring all talent right through our organisation by better retaining female employees within the business and better supporting their development into senior positions. A year-on-year measure from 2017 to 2020 has seen female representation increase by 6% in those in their early career, which we are encouraged by and will seek to continue to build upon.

Historically, more males have been drawn to careers in science, technology, engineering and mathematics (STEM) industries, so it is not surprising that the findings of our report echo the greater gender pay gap found across

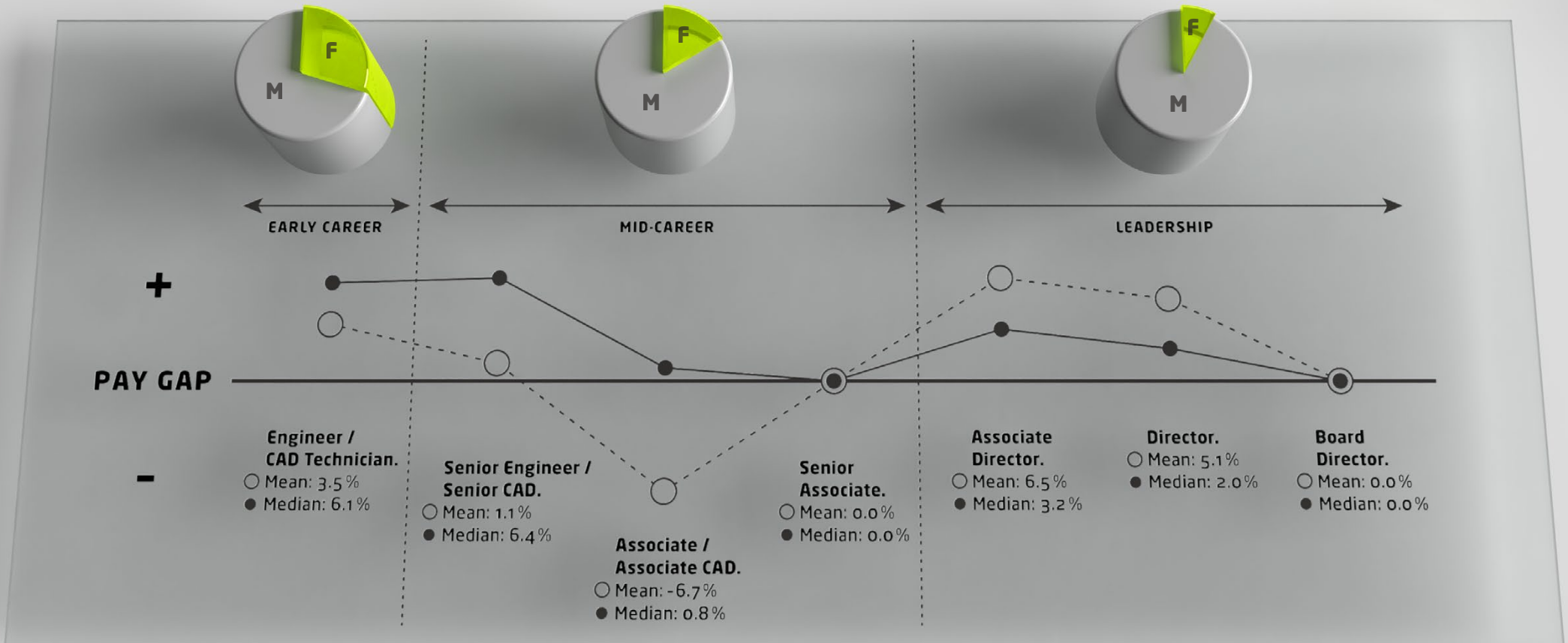
the engineering sector. We firmly believe that education is fundamental to enhancing not only gender diversity, but wider diversity as a whole.

AKT II will also carry out analysis of its data between the periods 2017 to 2022 to assess its progress in achieving greater gender balance and identify further areas in which it needs to drive a greater focus to ensure this topic remains as key and integral to achieving its overall future success as an employer of choice.



Analysis of the figures / the bigger picture.

We are confident that men and women are paid equally for doing equivalent roles within AKT II. This is represented by further analysis, breaking the data down into specific employee groups and job levels.



What we are doing to improve diversity / the future.

It is clear from our pay gap figures that to close the gap we need to address our gender balance across the firm at all grades and seek to ensure there is no opportunity gap for all staff. Our approach to addressing this has always been to attract and develop our staff, naturally leading to retention. We believe, in terms of attracting female staff, we are making good progress. Our figures show percentages of female staff progressively increasing across the office through the different career points. For instance the proportion of women staff in their mid-career is 16% which has remained static in recent years, however, the proportion of women in the early career stages has increased by 6% to 32%, which is positive progress and double the industry norm, but we understand there is progress to be made at a senior management level.

Our aim now is to continue what we are doing and to manage and support the naturally changing workforce. For this we have set up a Diversity Forum which focuses on the following three key streams.

Attracting our people.

We continue to strive for a balanced, diverse workforce at every career entry point. We believe that education is fundamental to instigate change and will achieve this by proactively engaging with the next generations through their formative years, at school and higher education level. As such, through great commitment from our staff, we actively support organisations such as the Access project as well as engaging with local schools and industry to raise awareness of STEM (science, technology, engineering and mathematics) subjects. We've continued to increase our intake of female graduates' year-on-year at a rate which far exceeds the average proportion of female engineering undergraduates in the UK (16%).

AKT II has also set up a formal diversity group which now seeks to steer the company direction with positive and affirmative actions we acknowledge that we're not all the same, and that's our greatest strength and different opinions enhance our ability to deliver for our clients and our staff.

Developing our people.

We continue to take promotion and progression decisions that are based on merit. We acknowledge that the firm has seen good growth and formalising existing processes to ensure all staff receive the right support and career opportunities is our priority. Recent developments have included strengthening our HR team whose focus has been to formalise the review process based upon staff feedback. We also actively support and encourage staff to achieve their potential and have restructured our business to give a variety of career progression options for both technical and non-technical roles. We are also growing our mentoring programmes for senior women and promoting female role models across our business and industry.

Retaining our people.

The average age at AKT II is 35.9 years as such we place a great importance to a family friendly culture to support all of our working parents. We have broadened our flexible working with a key example of this being an ongoing commitment is to encourage shared parental leave and extended paid maternity leave. We are also improving our approach to working culture and flexibility which caters to all our staff and to allow all staff returning from extended leave to resettle and continue their development to realise their full potential. Ultimately, our goal is for everyone in our business to have a positive experience of working here, to be supported in reaching their own career goals and, to feel valued for who they are and the skills they bring to our practice.

Change is naturally progressive and as such will take time. However, at AKT II we are committed to adapting and moving at a pace that enables us to close the gap whilst ensuring we continue to attract and develop the widest range of talent available and ensure a strong, culturally diverse workforce for the future.



The data included in this report and associated narrative is correct as of the snapshot date of 5 April 2020. Due to the nature of reporting requirements on an annual basis, this report will not be updated until the next reporting period.



Marta Galiñanes-García.
Director



Paul Scott.
Director



Gary Davison.
Legal Director, Company Secretary
and Board Diversity Champion



Contact.

Gary Davison - gary.davison@akt-uk.com

Marta Galiñanes-García - marta.galinanesgarcia@akt-uk.com

akt II

akt-uk.com