

# OUR GENDER PAY GAP REPORT 2018

As a business, we are driven by making Britain a safer place and our focus continues to be on working with the very best people to help us achieve this. The industry in which we operate consists of more males than females as a result of Engineer based roles traditionally carried out by males and there is still evidence of this across our company. We are committed to helping move the industry forward as we continue to work to drive a balanced and diverse company, for both our people and our customers. Our business continues to be a place of opportunity and we work to actively promote this, both internally and externally. Attracting the right people, and an increased number of females, is important to us and we are working towards this.

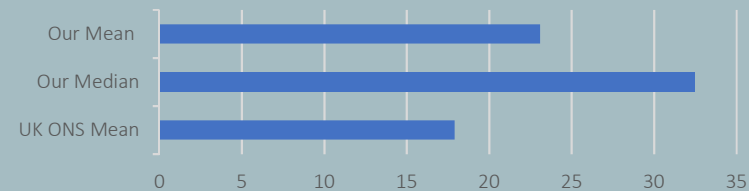
## Pay difference between men and women at British Engineering Services

As of April 2018

**Mean** Gender Pay Gap across all British Engineering Services people in the UK is **23.1%**

**Median** Gender Pay Gap across all British Engineering Services people in the UK is **32.5%**

**UK's National Gender Pay Gap Source:** Office of National Statistics 2016 Mean is **17.9%**



Our snap shot 'gender pay gap' shows the mean difference in pay at our company is 23.1% higher for men than women and the median is 32.5%. This is a direct comparison of all men and women employed by British Engineering Services in the UK and does not take into consideration levels or roles.

This comparison is distinctly different from equal pay which is focused on ensuring men and women are paid the same for similar roles. A role versus role comparison from our company would show more balanced figures as we are committed to ensuring pay is comparable across our business with starting salaries linked to role type.

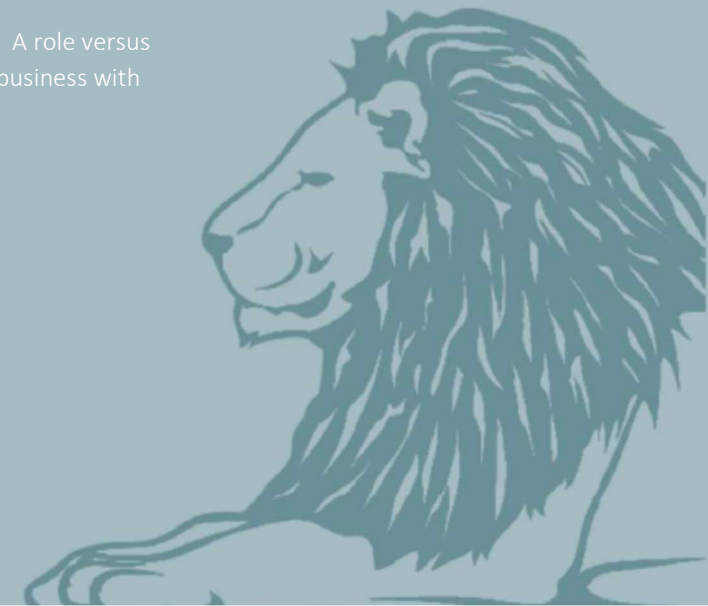
## Proportion of all UK employees receiving a bonus

74% of female employees at British Engineering Services received a bonus compared to 83% of male employees.

British Engineering Services has bonus arrangements for all employees at every level.

## Bonus pay differences between men and women

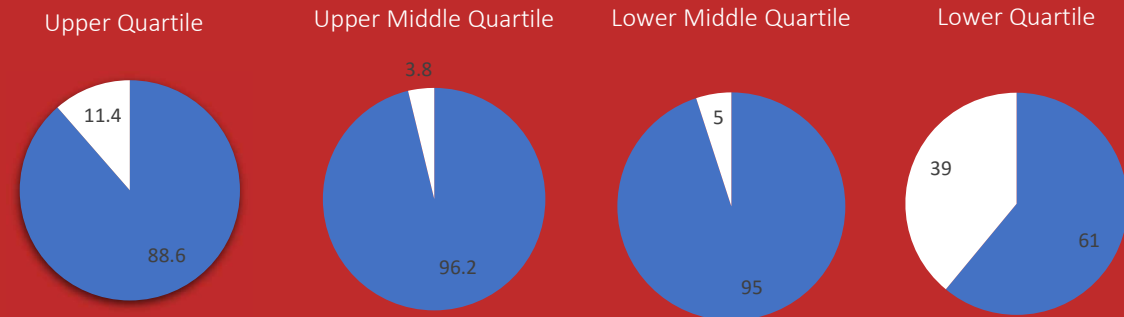
|       | Mean  | Median |
|-------|-------|--------|
| Bonus | 20.4% | 41.1%  |



## Pay quartiles across British Engineering Services

The charts show the gender distribution in percentages across British Engineering Services in four equally sized quartiles with little change year on year from 2017 to 2018. The traditionally male dominated Engineer Surveyor role is reflected in the low number of females represented in the Lower Middle, Upper Middle and Upper quartiles. The Lower quartile continues to reflect head office based roles with more of these being carried out by females.

Operating with the very best team providing equal opportunities is a priority for British Engineering Services. We have an ongoing focus on attracting more females to our company especially in the more traditionally male dominated roles, which sit in the top three quartiles, as we work towards re-addressing the gender balance in our industry.



## Our ongoing approach to building the best British Engineering Services Team

Recruiting the right people is absolutely key to British Engineering Services and we are focused on ensuring all of our team have the same attitude, aptitude and appetite for what we do. Building and developing a people-based infrastructure that will keep us moving forward as a company is an ongoing priority and we work hard to achieve this.

We continue to face the same challenges as many other traditionally male dominated industries and naturally attract more males than females to our most common vacancies, such as the Engineer Surveyor role. We are focused on continually addressing this as we look for the best new people to join our business, exploring ways to appeal to more females to help drive our ongoing growth.

The number of males in senior roles is also currently greater than the number of females. We are equally focused on this part of the business and continue to look at how we can attract more females across the complete British Engineering Services Group. Where possible and appropriate, we will look to promote and develop from within our existing team, leveraging opportunities via Aspire, our internal apprenticeship scheme, with a number of females currently working towards Team Leader qualifications via this route.

Our 2018 vs 2017 trends haven't shifted significantly at this early stage, but we are hoping to see some real results in the coming years.

**Stewart Kay, Group CEO**

**Steve Dennison, Group CFO**

**Hannah Mather, Group HR Director**

