



**SOCOTEC**

# GENDER PAY GAP REPORT 2018

**Our people are our most important and valued asset, and as such, SOCOTEC UK Ltd is committed to ensuring that our people are treated equally at work, across all levels and locations. This includes providing the same opportunities for recognition, reward and career development.**

## UK GENDER PAY GAP REPORTING

UK gender pay gap reporting legislation requires businesses with 250 or more employees to publish annual calculations showing any pay gap between male and female employees against the following parameters:

- › Gender pay gap (mean and median)
- › Gender bonus gap (mean and median)
- › Proportion of men and women receiving bonuses
- › Proportion of men and women in each quartile of the organisation's pay structure

Gender pay is different to equal pay. Equal pay relates to pay differences between men and women who carry out the same or similar jobs or work of equal value. Gender pay gap is the difference in the average pay and bonuses between men and women across the business.

At SOCOTEC UK we recognise that there is an industry wide problem in attracting women into roles within the infrastructure, construction and compliance sector. We continue to work hard to address this imbalance and have made good progress through company initiatives and inclusive and diverse recruitment. We take a gender-neutral approach to recruitment at all levels, focusing on the suitability of the candidate for the role.

We are committed to ensuring that all employees continue to be paid equally and fairly for the roles they are in. We have made a significant reduction in our gender pay gap over the last year, which is now at the national average for construction industry.\*

\*Source: ons.gov.uk

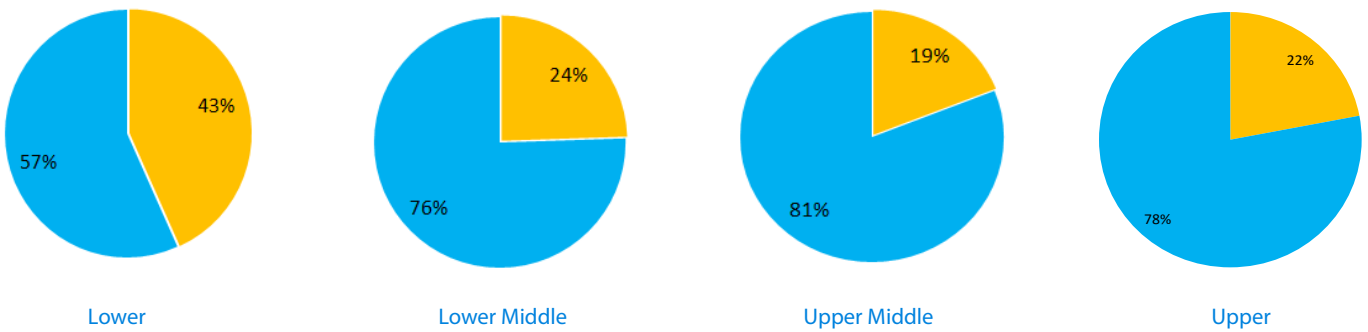
## STATISTICS 2018

### Mean and Median Pay

	MEAN	MEDIAN
Gender Pay Gap	14.87%	14.57%
Gender Bonus Gap	29.15%	55.85%

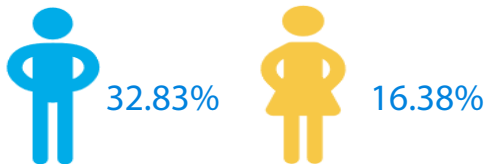
### Pay Quartile

Proportion of men and women in each pay quartile



### Bonus Payments

Proportion of all employees receiving a bonus



### Key

#### Mean and Median:

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

#### Proportion of males and females receiving a bonus:

The proportion of male and female employees who were paid any amount of bonus pay.

#### Proportion of males and females in each pay quartile band:

The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.

## STATEMENT 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website.

We will do this within one calendar year from April 5th 2018.

We can use the results to assess:

- The levels of gender equality in the workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The challenge in our organisation and across the UK to eliminate any gender pay gap.

Gender pay reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and PAYE payroll records. All data is based on hourly rates of pay.

SOCOTEC UK Ltd is committed to ensuring that our people are treated equally at work, across all levels and locations. This includes providing the same opportunities for recognition, reward and career development. We are passionate about fairness, equality and inclusion, we will strive to improve our gender pay gap.

### Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



**Ian Sparks**  
CEO, SOCOTEC UK LTD

## MORE INFORMATION

For more information please contact the HR department  
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