

Gender Pay Gap Report 2021

Introduction

Applus are committed to creating an equal and diverse workplace for all employees. We believe this creates an environment where workers excel and provide results for both themselves and the company.

As required by UK legislation, employers with 250 or more relevant employees are required to publish gender pay gap information by April 2022. This report has been prepared in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018.

The gender pay gap is the difference in the average earnings between men and woman, regardless of the roles they do and is different to equal pay which looks at pay differences between people carrying out the same or comparable work. Applus are confident that roles are defined and salaries set for each role regardless of gender and are benchmarked using market data and benchmarking reports.

Relevant employees at snapshot date (1st April 2018):

338

Gender Pay Gap Report 2018

| Base Pay | % Gap |
|----------|-------|
| Mean | 50.6% |
| Median | 56% |

| Quartiles | | |
|-------------------------|-------|---------|
| Band | Males | Females |
| A Upper Quartile | 98.7% | 1.3% |
| B Upper Middle Quartile | 98.7% | 1.3% |
| C Lower Middle Quartile | 91% | 9% |
| D Lower Quartile | 57.7% | 42.3% |

| Bonus | % Gap |
|--------|-------|
| Mean | 26.8% |
| Median | 0% |

The snapshot data in which the above figures were determined was prior to the annual bonus payments within Applus. The calculated bonus figures therefore have been based on production bonuses predominantly paid to technicians for varying outage results, the workforce in this area is male dominated. Bonuses can also be given in non-monetary form.

Addressing the Gap

Within our industry, males continue to make up the majority of the technical workforce. These roles are typically higher paid than the functional support roles that are more commonly occupied by females. The people within the technical workforce also tend to work extra hours rather than opting for reduced hours or flexible working.

Applus are committed to continuing to look at ways to increase the female headcount and continue to work closely with ECITB in promoting STEM events helping to encourage women into the field of science, technology, engineering and mathematics. We have also set up a Diversity and Inclusion Council meeting regularly to review ways in which to encourage more females to our industry having recently held an open day with various stations demonstrating the work we do and highlighting the female technicians actively working in the field. We invited local colleges and workplaces and it was well received. These events have been more difficult over the last 2 years due to the global pandemic however we have still tried to actively engage remotely and promote in this way.

Our recruitment strategy ensures we secure the best talent available for all positions across our organisation and to treat all applicants fairly and consistently. To help facilitate this we have continuously review our recruitment processes, encouraging skills based assessment tasks and using structured interviews. We also reflect the many benefits we offer in our recruitment advertising, in particular flexible working options and career development opportunities. We offer enhanced maternity and paternity pay and support for carers.

By actively engaging in the Women in Engineering days we are helping to raise the profile of women in engineering and highlight the opportunities to females in our industry. This is an ongoing commitment that may take several years for us to see tangible results.

Applus are committed to developing woman in the organisation through further education, training and mentoring and offering flexible working opportunities which has helped to increase the female employee headcount in our organisation.

We recognise that we have a low representation of females within the highly skilled technical roles, this is contributing to our pay gap as we have a prominence of qualified male specialists in higher-paid roles. Despite this we are confident that men and women are paid equally for doing equivalent jobs across our business.

All of the above together with our equality, diversity and inclusion focus is part of our overall culture.

I confirm the gender pay gap data confirmed in this report is accurate



Evelyn Grogan
Head of HR