

OUR GENDER PAY GAP REPORT FOR 2019.



ESTD 1859

BRITISH
ENGINEERING
SERVICES

THE NUMBERS

We leave nothing to chance at British Engineering Services. Our rigorous approach to recruitment means we only ever employ the very best people. Our focus continues to be on skillset, qualifications and cultural fit, which helps ensure we are always operating with the very best team.

Our industry is made up of more males than females. This is particularly the case amongst the Engineering Surveyor community, which amounts to around two thirds of our workforce. This is historical and we are committed to helping move our industry forward, actively driving more of a gender balance in the Testing, Inspections and Certification field. Our company is full of opportunities, both for our own people and for those looking to join this industry, which is extremely important to us. We are focused on attracting the very best people, including more and more females.

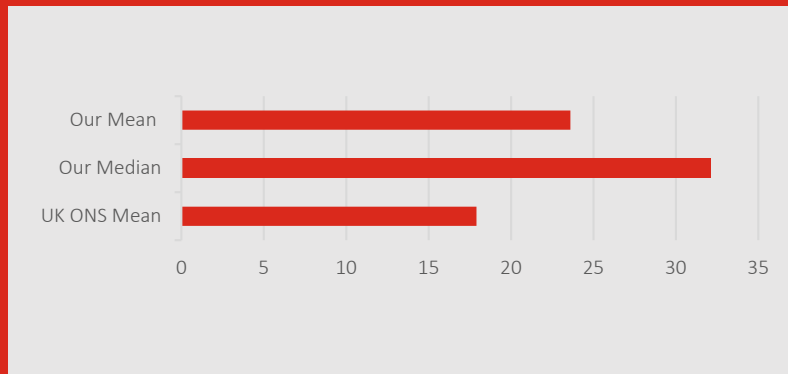
Pay difference between men and women at British Engineering Services

As of April 2019

Mean Gender Pay Gap across all British Engineering Services people in the UK is **23.6%**

Median Gender Pay Gap across all British Engineering Services people in the UK is **32.1%**

UK's National Gender Pay Gap Source: Office of National Statistics 2019 Mean is **17.3%**



Our snapshot 'gender pay gap' shows the mean difference in pay at British Engineering Services is 23.6% higher for men than women and the median is 32.1%. 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.

We would like to highlight that this is not the same as equal pay, which focuses on equal pay for the same role, regardless of gender. We are pleased to share that a role versus role comparison for our company would show more balanced figures. Our salaries are linked to role type, experience and skillset and pay no mind to gender.

Bonus pay differences between men and women

Proportion of all UK employees receiving a bonus

16% of female employees at British Engineering Services received a bonus compared to 7% of male employees.

As a company, we did not pay a standard bonus during this time period. Any bonuses paid were discretionary and directly linked to specific employee retention.

Bonus pay differences between men and women

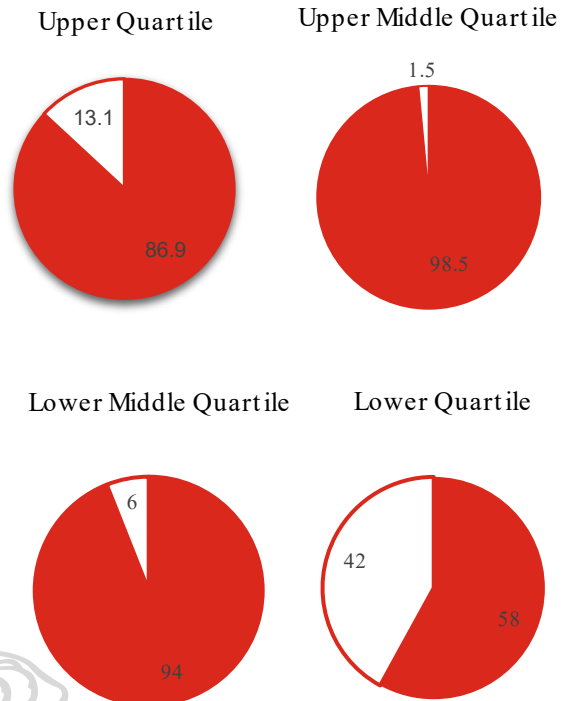
	Mean	Median
Bonus	-7.2%	-135.5%

THE NUMBERS

Pay quartiles across British Engineering Services

Year on the year, the gender distribution across the company, split into four equally sized quartiles as shown, has remained pretty constant. The traditionally male dominated Engineer Surveyor role is reflected in the smaller number of females shown in the Lower Middle, Upper Middle and Upper quartiles. The Lower quartile continues to reflect head office-based roles with just over half of these being completed by females.

When it comes to our team, our focus continues to be on retaining and attracting the very best people. This includes more females, 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 operating with the very best British Engineering Services Team

As our business continues to grow and develop, it's important that our team is always able to meet the needs of our increasing customer base. Our recruitment plan is fundamental to this, and we are always looking for people with the right attitude, aptitude and appetite for what we do to join us. We have a progressive, all inclusive approach to recruitment and continually review this to make sure it is always current and effective.

The challenges we have faced over the last few years as a result of our industry traditionally being male dominated, remains the same. As a result, we naturally attract more males than females to a significant percentage of our vacancies, particularly Engineer and Engineer Surveyor roles. This is true of not only other, similar companies in our industry, but also other fields of employment that have been male dominated historically.

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. This is the case across all of our business, and we are confident that, over time, this will address any gender imbalance across each of the four quartiles.

Developing and promoting our people internally is important for British Engineering Services and we have many success stories of this nature. We will continue to 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.

We continue to monitor these statistics and hope to see some new trends over the coming year.

Stewart Kay
Group CEO

Steve Dennison
Group CFO

Hannah Mather
Group HR Director

