

OUR GENDER PAY GAP REPORT - 2021

THE NUMBERS



Pay quartiles across British Engineering Services

Year on year, the gender distribution across our growing company, split into four equally sized quartiles as shown, has been uneven. We continue to make significant efforts to drive a more equal gender split. Our results reflect the traditionally male dominated Engineer Surveyor role, which is particularly apparent in the Lower Middle, Upper Middle and Upper quartiles.

It's important to our business and our customers that our team is always made up of the very best people. This includes an increased number of females, especially in the more traditionally male dominated roles, which sit in the top three quartiles. Raising the profile of the role of an Engineer Surveyor continues to be a key focus for our company and we are pleased to be seeing some changes in the right direction.

Our ongoing approach to our team

Our recruitment and training plan continues to be key to helping ensure the safety of our customers and the ongoing success of our business. We will continue to look for people with the right attitude, aptitude and appetite for what we do to join us. Our approach to our team, existing and future, is inclusive and that will never change. Simple.

Challenges across our industry remain the same. The wider risk management field continues to be male dominated due to historical stereotypes. As a result, we naturally attract more males than females when recruiting, particularly Engineer and Engineer Surveyor roles. This is an industry wide issue and something we will continue to work to positively influence.

It's important to us that these roles appeal to everyone, with no gender bias. This is the case across our complete business and with all of our roles and we are pleased that we are already starting to see some changes.

We continually promote from within our team and we take pride in the ongoing success of our people. Many of our leaders have developed from more junior roles over a number of years and many more are on track to continue this trend.

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

Upper quartile



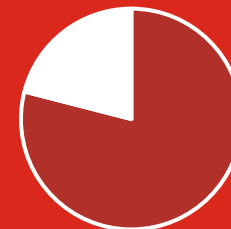
□ Male ■ Female

Upper Middle quartile



□ Male ■ Female

Lower middle quartile



□ Male ■ Female

Lower quartile



■ Male □ Female

THE NUMBERS CONT.

At BES we've really set the benchmark high when it comes to our people. Our team is made up of the very best in our industry and this continues to be the case as we grow and welcome more and more new starters.

We're focused on ensuring our people can always deliver the very best service for our customers and we recruit and develop our team with this at the forefront of our minds. Skillset, experience and attitude are key attributes across our team, all vital in helping us achieve our company mission of making Britain a safe place.

Our industry consists of more males than females, particularly when it comes to Engineer Surveyors. This dates back many years and more than two thirds of our team carry out this role. We continue to be committed to actively moving our industry forward and raising the profile of this important role with the right people regardless of gender. We pride ourselves on our approach to our team, always looking for people we think are a great fit to join us. We are focused on ensuring this includes giving our female employees the very best career path and attracting more and more females to our company.

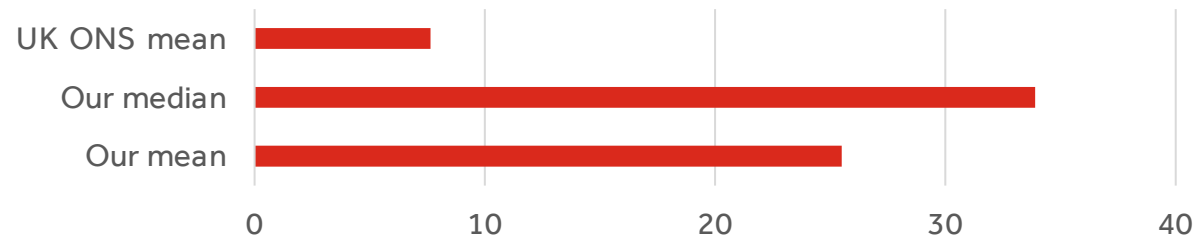
Pay difference between men and women at BES

As of April 2021

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 2021 Mean is **7.64%**



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 BES in the UK and does not take into consideration levels or roles.

It is important to remember 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 are irrelevant of gender.

