

# Gender Pay Report

Gender balance is a longstanding challenge in engineering, and one that must be overcome with urgency. When Pell Frischmann reported its gender pay gap last year, we set out our action plan for improving the pay gap within our company. We are pleased to report this year that the action plan is delivering a reduced pay gap.

## The Pay Gap

Pell Frischmann has a mean gender pay gap of 35.0% favouring males and a median gender pay gap of 34.2%.

These figures are higher than the national figures reported by the Office for National Statistics, 2019. This gap is reflective of the fact that men are over-represented within organisations in the Engineering and Architecture sectors like Pell Frischmann.

Females currently represent just 29% of our overall workforce. Last year 42 females were hired, representing 30% of our new hires. 24% of employee promotions were female, with 27% of those being promoted into management positions.

Difference between men and women (whole workforce) in %	Mean	Median
	Hourly Pay 2018 gap	37.88%
Hourly Pay 2019 gap	35.00%	34.18%
Bonuses 2018 gap	48.15%	-32.21%
Bonuses 2019 gap	58.50%	29.96%

When we compare year on year trends with Pell Frischmann, we are pleased to see positive trends in the form of a narrower mean and median gender pay gap.

We note a slight widening gender bonus gap, which is more pronounced at the mean and a slight decrease in bonus participation for both genders.

# Plan of Action

Since first reporting on gender pay, we continue to build upon key initiatives already in place across our organisation. We continue to challenge our recruitment partners to increase the proportion of female candidates identified for new roles and help us to develop alternative recruitment pipelines.

## HR Strategy, Recruitment and Development

We continue to ensure our HR policies encourage and support flexible working within the organisation and are working to ensure that what we have in place works for everyone. We launched a mentoring programme last year and will build on that with an emphasis on females to nurture potential senior management capability.

Our HR team actively supports our diversity message across the organisation by positively influencing and challenging our hiring managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture.

We know we have a lack of female representation in various STEM (Science, Technology, Engineering and Maths) roles. We recognise this is reflective of the sectors in which we operate and which have traditionally been male-dominated. We are continuing to build networks to support early recruitment opportunities with female ambassadors attending career fairs and helping to inspire and engage young people through our partnerships with local schools and colleges.

We continue to encourage greater female representation across the organisation through a variety of initiatives and are committed to maintaining the momentum we have experienced over the last year, as we strive towards a more gender balanced organisation.

## Closing Remarks

We know and understand the reasons why we see a gender pay gap within our organisation and are committed to actively managing this differential, as we try to move towards a more gender balanced workforce.

We constantly develop and improve our HR policies and practices to encourage and promote the development and progression of all our employees. We will continue to leverage technology to help us identify areas of our organisation that need renewed focus to drive continuous improvement relating to gender equality.

Building on our corporate values, we will continue to work with all of our employees, and regardless of ethnicity, gender, age, disability, religion or sexual orientation, provide them with opportunities to build their confidence and help them in reaching their full potential.