



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all companies with more than 250 employees to publish details of their gender pay and bonus gap for UK employees.

At EnerMech we are committed to ensuring that people are treated equally at work, across all levels and locations. This includes making sure our employees have the same opportunities for recognition, reward and career development, irrespective of their gender. We are confident that we have equal pay amongst our employees but we do have an average gender pay gap of 17.04% (an improvement on 26.12% in 2017). The median gender pay gap, the difference between the midpoints in the ranges of men's and women's pay, is 18.65% (an improvement on 33.52% in 2017).

At bonus level our gender average bonus gap of 58.25% (an improvement on 92.32%) is stark but a relatively meaningless calculation. Due to the downturn in the oil and gas industry over the last few years we have paid very limited bonuses, although we continue to reward our employees via a spot bonus scheme where employees are invited to recommend their colleagues for a bonus where they have performed exceptionally for the company.

While our results have improved since last year's submission, we recognise a gap remains and this requires further effort. There are two main reasons for our gender pay gap; fewer women in senior leadership positions, and fewer women working offshore or in other technical roles such as engineering or project management which attract higher levels of pay. We are working hard to bring gender balance to our workforce and the percentage of females currently working in upper and middle quartile roles within EnerMech has increased since the previous year.

This gender pay gap is representative of the gap across many businesses in the engineering and industrial markets and reflects wider issues for our industries. Globally, women represent only one fifth of employees in the oil and gas sector and in the UK only 15% of all undergraduates in engineering are women. The UK also has the lowest percent of female engineering professionals in Europe at less than 10%. In EnerMech UK 12% of employees are female, across our senior management, project management, engineering and other technical positions, this is 17%.

Our support to improving on these statistics extends to the grass roots, including sponsoring and supporting the encouragement of STEM (Science, Technology, Engineering and Maths) subjects in schools and universities and hosting of Girls in Energy Days at our Aberdeen headquarters. It is hoped that these initiatives will encourage more females into engineering.

EnerMech HR Director, Shirley Smith stated "whilst our UK figures have improved on last year, they still cause us concern and we are committed as an organization to ensure that we continue to support the UK Government's initiative to reduce gender pay gap. As an organization we operate in over 23 countries, employing over 3000 people and are committed to diversity and equality in all areas where we can exert control."