



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 however, we do have a mean (average) gender pay gap of 13.8%. The median gender pay gap, and the difference between the midpoints in the ranges of men's and women's pay, is 10.3%.

Our results have improved since last year's submission. Our mean gender pay gap reduced from 20.02% to 13.8%, and our median gender pay gap reduced from 13.4% to 10.3%. This was driven mainly by an increase in the proportion of females in our upper middle pay range, which rose from 13.3% to 18.9%. The proportion of female employees in senior leadership, project management, engineering and other technical positions rose from 16% to 18% compared to the prior year.

At bonus level our gender average bonus gap reduced from 60.54% in 2022 to 45.92% in 2023. We continue to have a higher proportion of men in senior leadership positions where bonuses are linked to percentage of salary. We have paid a relatively limited amounts of 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.

Whilst these are meaningful improvements, we continue to recognise that 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.

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 18% of employees are female across our senior management, project management, engineering and other technical positions.

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 Chief HR Officer, Phil Ogden stated "The focus on reviewing and addressing the impact of the gender pay gap on our business will continue through 2024. We are working hard to bring gender balance to our workforce and we have seen an increase in the proportion of females in key roles this year. We will be doubling down on our efforts to increase the percentage of females working in upper, lower middle and lower hourly quartile roles in the coming year. Managers recognise the importance of paying people equally in the same job roles and we will continue to support the UK Government's initiative to reduce the gender pay gap. As an organization we operate in over 24 countries, employing over 4000 people and are committed to diversity, equity and inclusion in all areas where we can exert control."