

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 12.37%. The median gender pay gap, and the difference between the midpoints in the ranges of men's and women's pay, is 3.36%.

Our results have improved since last year's submission. Our mean gender pay gap reduced from 13.8% to 12.37%, and our median gender pay gap reduced from 10.3% to 3.36%.

At bonus level our gender average bonus gap reduced from 45.92% in 2023 to 35.94% in 2024. 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 18% of all undergraduates in engineering are women. The UK also has the lowest percent of female engineering professionals in Europe at less than 11%. In EnerMech UK 14% of employees are female across our senior management, project management, engineering and other technical positions.

Our support for improving these statistics extends to the grassroots level, including sponsoring and supporting the encouragement of STEM (Science, Technology, Engineering, and Mathematics) subjects in schools and universities. The aim is to encourage more females to pursue careers in engineering.

The Chief HR Officer, Phil Ogden stated, "Addressing the impact of the gender pay gap on our business will remain a key focus through 2025. 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. In the coming 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. Managers recognize 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 operating in over 26 countries, we are committed to diversity, equity, and inclusion in all areas where we can exert control."