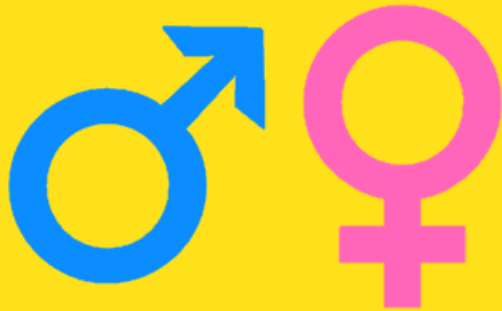


GENDER PAY GAP REPORT

APRIL 2021



Trant Engineering Limited



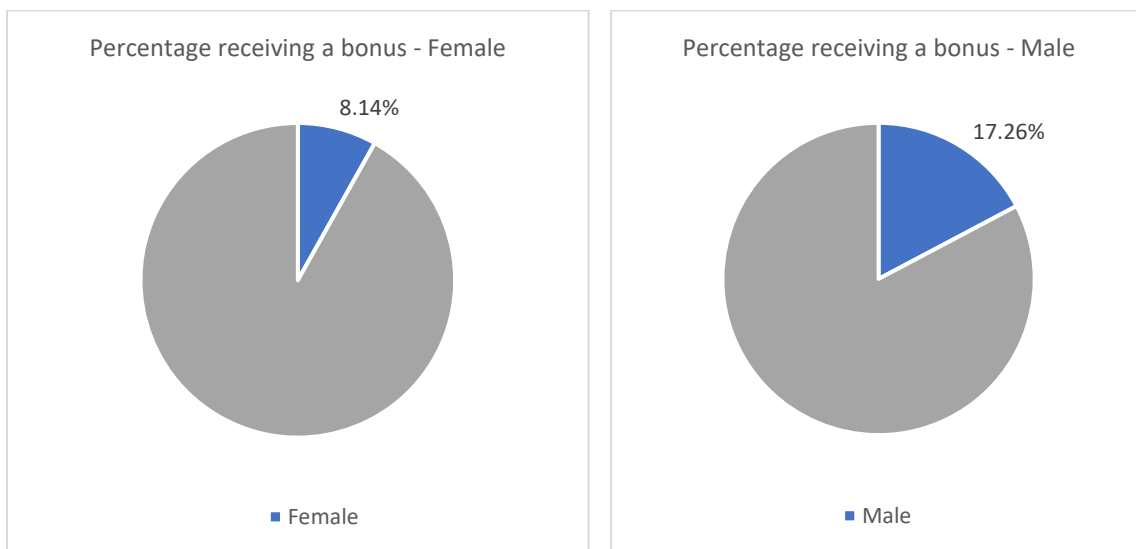
Introduction

Trant Engineering Ltd is committed to providing equal opportunities in employment, by having a fair and transparent approach to recruitment, retention, and promotion. The company's continual aim is to foster an inclusive culture, by celebrating diversity and creating a sense of belonging and representation within the organisation.

The gender pay gap measures the difference in pay between women and men in an organisation in terms of average and median rates of pay, expressed as a percentage of earnings of male employees. This report compares the earnings of all employees by gender, regardless of the type of work they do. So, it is important to note that it is not the same as equal pay – namely the legal requirement to pay men and women in the same employment equal pay for carrying out the same, or equivalent work – which is set out in the Equality Act.

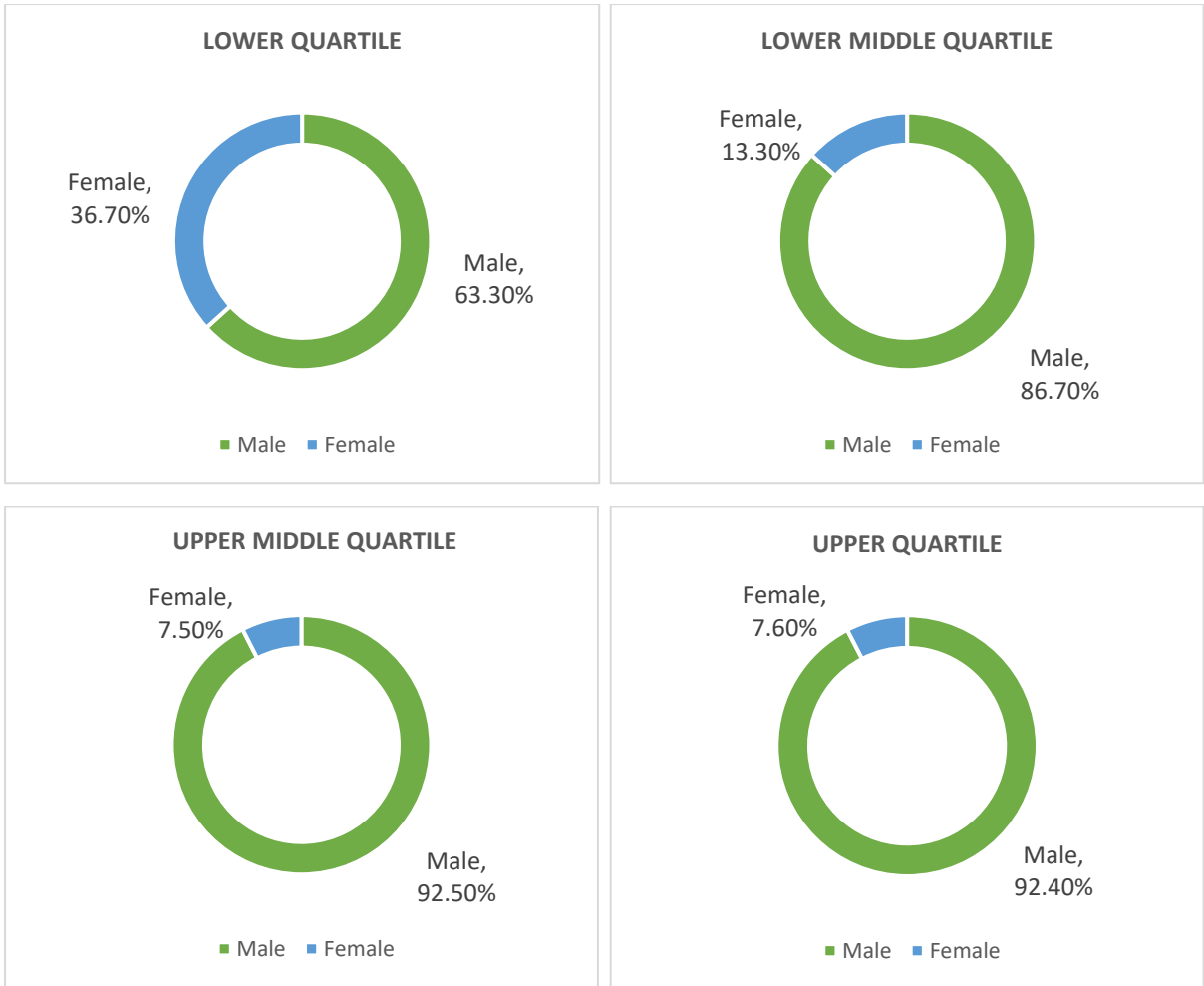
The results for 2021

- The mean gender pay gap is 19.1%
- The median is 22.3%
- The mean gender bonus gap is 80.8%
- The median gender bonus gap is 57.8%
- The proportion of male employees receiving a bonus is 17.3% and the proportion of female employees receiving a bonus is 8.1%.



Quartile by gender

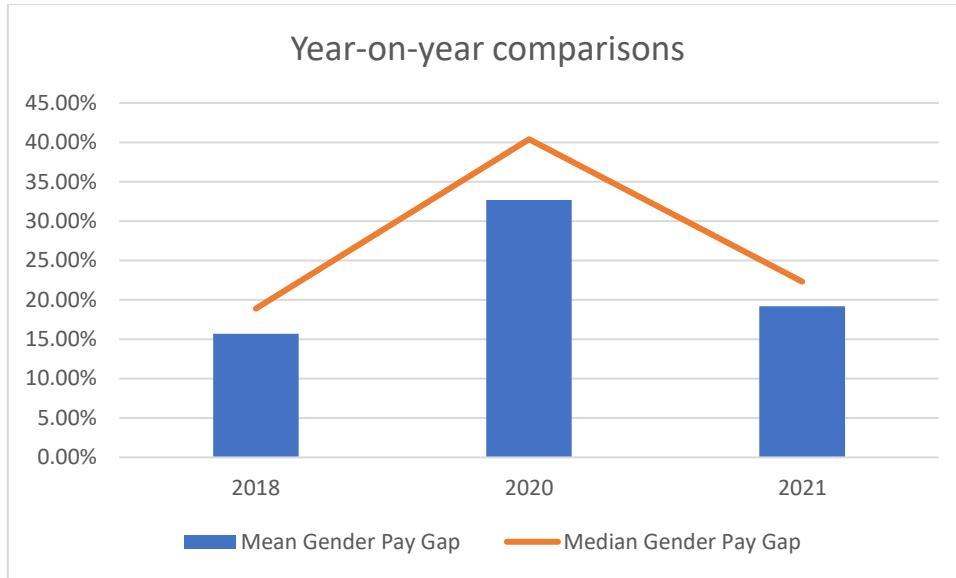
| Proportion of males and females in each pay quartile | Male | Female |
|--|-------|--------|
| Lower Hourly Pay Quarter | 63.3% | 36.7% |
| Lower Middle Hourly Pay Quarter | 86.7% | 13.3% |
| Upper Middle Hourly Pay Quarter | 92.5% | 7.5% |
| Upper Hourly Pay Quarter | 92.4% | 7.6% |



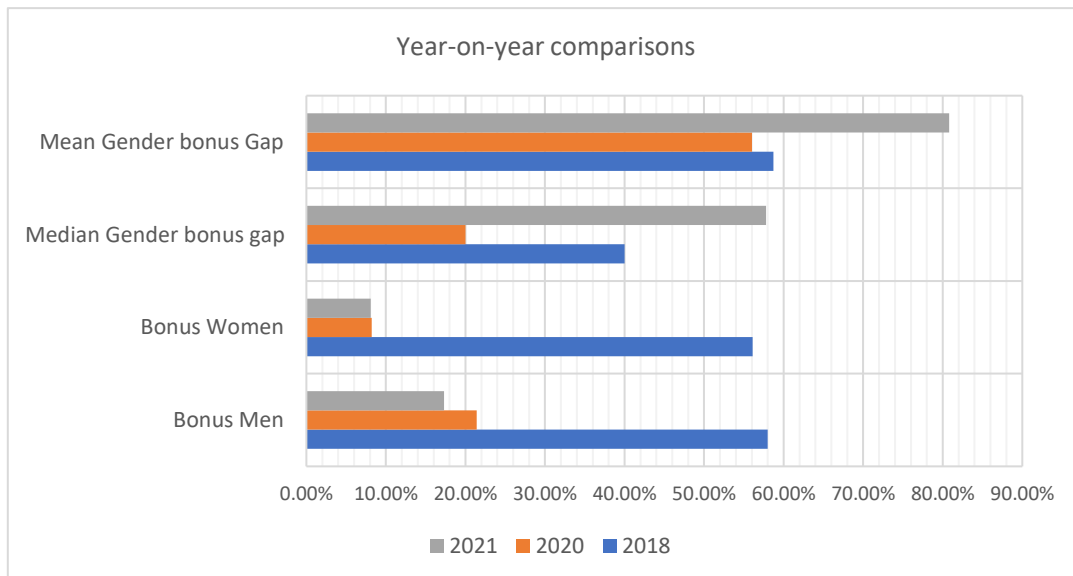
Analysis

The mean gender pay gap explores the difference in hourly rates between the average earned by male employees and the average earned by female employees. In this case, the gender pay gap is 19.19%, meaning that for every £1, a woman earns 81p. The median is 22.31%, suggesting that employees who are men are paid 22.3% more. The driving factor of the pay gap represents the composition of our workforce, which consists of 83.7% male and 16.3% female employees. Additionally, most female roles are admin, and not technical, with 69% of our female staff having clerical and admin roles, 7.5% in other site and apprentice roles, 1.50% in engineering roles and 22% in senior and managerial positions. Consequently, the under-representation of women in engineering and senior roles is the leading cause of the gender pay gap, rather than unequal pay.


Comparing the main hourly rate indices to previous reporting years, there is a 41% decrease in the mean gender pay gap figure compared to the 2020 figure and a 44% decrease of the median compared to the one of the same year. The levels seem to have stabilised around the same gradation reported in 2018. As we have experienced a surge of female employees in entry positions in 2020, the plateauing trend is a significant reflection of our efforts to foster the growth of our staff in junior levels.



The mean gender bonus gap is 80.8%, so employees who are men are paid 80.8% more in bonus and the median gender bonus gap is 57.8%, so women’s median bonus is approximately 58% lower than men’s. As a consequence, the metrics of the bonus gap seem to have increased, however, the percentage of employees receiving a bonus are the lowest this year, compared to previous years. This is mainly due to employees being furloughed and only staff working on site receiving a bonus.



The distribution of hourly rates in quartiles is consistent with career type. The Lower Hourly Pay Quarter consists of site staff and administrators with 36.7% of the roles occupied by female staff, while the Lower Middle Quarter consists of 13.3% of female employees in semi-skilled and clerical positions. Skilled site personnel and senior technical staff account for the Upper Middle Pay Quarter, with 7.5% of employees being female, while department managers and engineers make up the Upper Quartile, with 7.6% representing the proportion of female employees. This distribution emphasises the trend that female employees are advancing towards the other quartiles, therefore suggesting a progression



in career from admin roles to managerial positions. Of course, this shift is gradual, and it will take time to achieve parity across the quartiles in terms of gender distribution.

We are conscious that the causes for the gender pay gap are symptomatic of an unequally gendered labour market, so we will continue to challenge ourselves to find ways of attracting and retaining personnel, to arbitrate the pay gap.

Actions taken in 2021 to address the gap

- Improve workplace flexibility by adopting more hybrid working and flexible working plans, investing in the space and technology able to support that.
- Steps to ensure that our recruitment processes are without bias.
- Actively addressing the retention and progression of women into more senior and higher paid roles by reviewing promotion criteria.
- Promoting and increasing visibility of women in engineering positions from Trant, by engaging on social media platforms on Women in Construction Week, International Women's Day, and National Apprenticeships Week.
- Safeguarding the recruitment of women engineers at entry levels by arranging school visits from our female engineers to encourage pupils to pursue a career in engineering.
- Striving to increase the number of women in our business by promoting our graduate and apprenticeship training programmes on social media platforms and career fairs
- Continual development with the Apprenticeship Training Programme across all departments in the organisation.
- 'Professional Forum' provides encouragement and support for all employees to achieve membership and accreditation from professional institutions.

This report focuses on addressing the workplace factors contributing to the differences in gender, and we will continue to work towards dismantling the gender stereotypes prevalent within the engineering industry. Our secondary focus is to continue to engage employees in the conversation about the future and direction of the company and provide them with the support needed in transitioning to new roles, or structures.

The commitment from Trant Engineering for the coming year

- Active review and monitoring of female staff to encourage further training and development.
- Attracting and encouraging more young women and people from different backgrounds to move into the sector.
- Assessment of anonymous staff engagement survey to provide statistical analysis to understand if there are perceptions of barriers to progression.
- Gender balanced shortlists for all internal and external hiring.
- Continue our work through our STEM ambassadors and apprenticeship and graduate programs with educational establishments and industry leaders to ensure the promotion of the industry and the diverse careers associated with it.
- Refine an HR dashboard, which includes diversity metrics to track the progress of embedding inclusion and diversity into our culture.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Gerry Somers, Managing Director, confirm that the information in this statement is accurate.