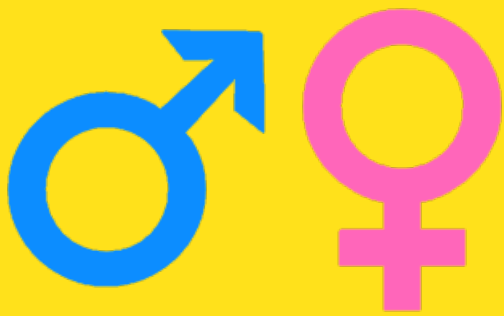


GENDER PAY GAP REPORT

APRIL 2018



Trant Engineering Limited



Introduction

Trant Engineering Ltd are pleased to publish for the second year their Gender Pay Report and to reflect on the progression of the last 12 months since first reporting. Trant Engineering Ltd, Board of Directors is committed to working toward gender equality in the workplace and over the last reporting period the company has engaged with representative organisations, academic establishments and the industry as well as reviewing internal initiatives for improving flexibility in the workplace to help facilitate gender equality for future generations.

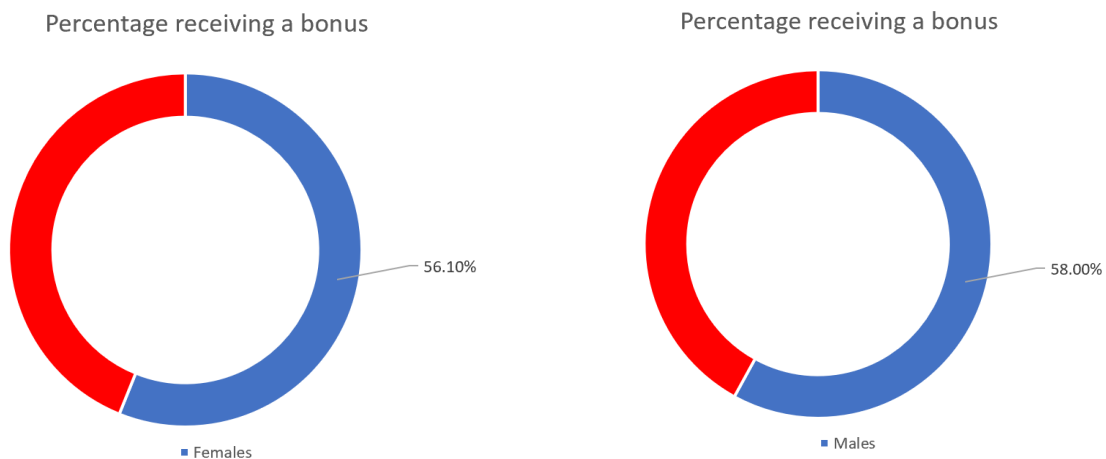
Trant Engineering Ltd operates in the engineering sector which has, by tradition, continued to be a male dominated industry which is a concern for the engineering sector in its entirety. The significance of this, as with last year, is the workforce employed in engineering and construction on site has a composition of which 43% of which is an all-male workforce, this results in the notable differences in the gender pay.

Trant Engineering Ltd will report year on year on the actions and accomplishments the company has made to aid this continual drive to strive to promote gender equality and to address the historic imbalance in the industry.

The Results for 2018:

Trant Engineering Ltd snapshot figures for date of 5 April 2018.

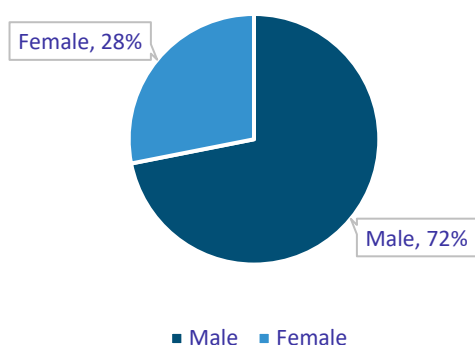
- The mean gender pay gap for Trant Engineering Ltd is 15.7%.
- The median gender pay gap for Trant Engineering Ltd is 18.9%.
- The mean gender bonus gap for Trant Engineering Ltd is 58.7%.
- The median gender bonus gap for Trant Engineering Ltd is 40.0%.
- The proportion of male employees in Trant Engineering Ltd receiving a bonus is 58% and the proportion of female employees receiving a bonus is 56.1%.



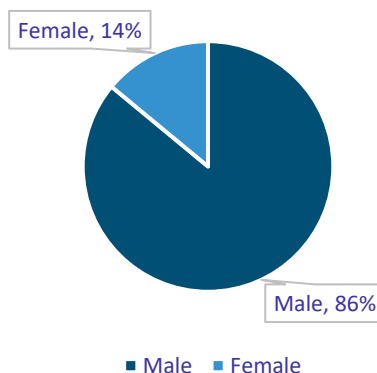
Pay quartiles by gender:

Proportion of males and females in each pay quartile	Male	Female
Lower Quartile	71.9%	28.1%
Lower Middle Quartile	86.0%	14.0%
Upper Middle Quartile	91.4%	8.6%
Upper Quartile	93.1%	6.9%

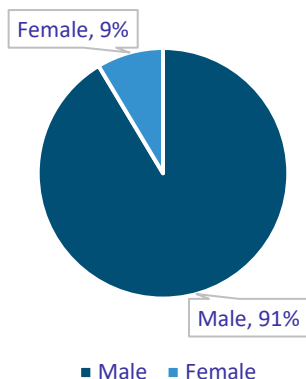
Lower Quartile



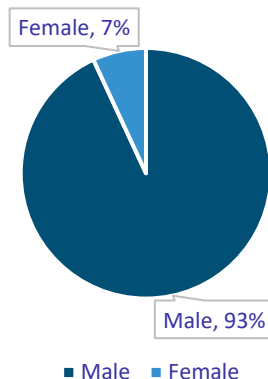
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Analysis of the Gender Pay Gap

Trant Engineering Ltd is committed to the principle of equal opportunities and equality for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We are pleased to report that the difference in the hourly rate of pay mean and median has both reduced. This is backed up by increasing results in the upper and middle quartiles. The decrease in the upper quartile has been caused by higher wages for males working overseas.

The result of this report is largely down to the roles in which men and women work within the organisation and the salaries that these roles attract. As with last year the workforce employed in engineering and construction on site make up 43% of an all-male workforce. The remaining workforce, management, professional personnel and administration, of these 27% is female, mainly holding administration roles.

The pay quartiles by gender figures are split into four equal sized quartiles based on hourly rates with Band A including the lowest 25% and Band D covering the highest paid 25%. The percentage for male employees increases throughout the bandings, with 93.1% male employees compared to 6.9% female employees in the upper quartiles. These results are reflective of the UK economy as a whole, in that men are more likely than women to hold senior positions at board level in organisations. The higher paid functional roles such as IT and technical related roles are predominately held by men which again is reflective of the economy as a whole.

Actions taken in 2018 to address the gap:

Whilst Trant Engineering gender pay gap compares favourably with that of organisations both across the whole UK economy and within the sector, we are committed to work toward reducing the gap and attracting individuals to the industry.

During the last reporting year Trant Engineering Ltd has progressed the following to promote gender diversity:

- STEM ambassador volunteers, to engage with local schools to promote the industry and the vast range of career paths within the industry. It is believed that engagement and communication at schools is integral to break down the perceptions of the industry for the future generations.
- Improve workplace flexibility by undertaking a review of flexible working practices, to promote work / life balance with the aim to provide flexibility to core working hours.
- Continual progression with our Apprenticeship and Graduate programs, engaging and communicating with local academic establishments to provide structured training programs to develop the skills and experience for the future.
- Training and Development programs across the whole spectrum of employees.

Whilst it is understood that these initiatives will not remove the gender pay gap as it is inherently industry wide we are committed to reducing the gap and working with industry to do so. In the meantime, Trant Engineering will report on an annual basis the statistics, the initiatives and the progress that it is making.

The commitment from Trant Engineering for the coming year:

- To create an evidence base to help identify any barriers to gender equality for example the proportions of men and women leaving the organisation and their reasons for leaving through the planned exit strategies / the proportion of men and women who return to their role after a period of maternity and parental leave through revised policies.
- Revision of the maternity and parental leave policies to include the support provided prior to maternity / parental leave and upon return to work after a period of maternity / parental leave.
- Assessment of an anonymous staff engagement survey to provide statistical analysis and understand if there are perceptions of barriers to progression.
- To continue our work through our STEM ambassadors and apprenticeship and graduate programs with educational establishments and industry leaders to ensure promotion of the industry and the diverse careers contained within.

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.

A handwritten signature in black ink, appearing to read 'Gerry Somers', with a stylized, flowing script.

Gerry Somers
Managing Director