

Pell Frischmann

Gender Pay Report

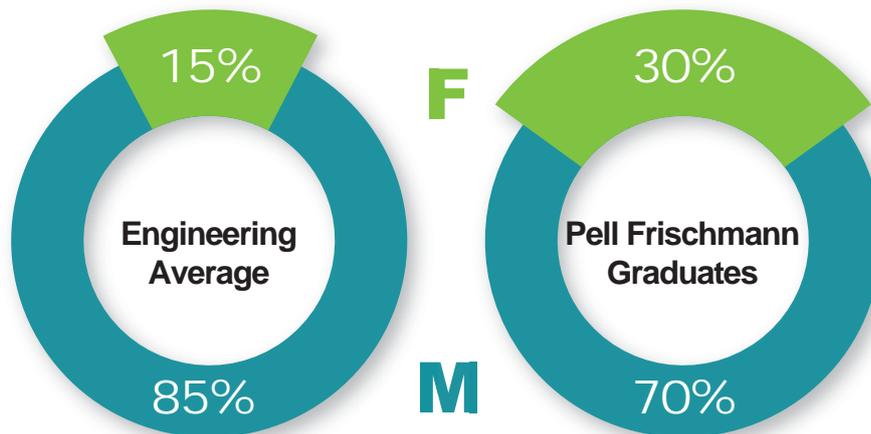
Gender balance is a longstanding challenge in engineering, and one that must be overcome with urgency. So we are pleased to be an early adopter of the WISE Ten Steps to support women in STEM careers, and we are very proud to have been identified by NCE100 as an Equality Champion in 2017. This report sets out a critical aspect: pay – and where we are as a business.

Investing in Women Engineers

Only 15.1% of engineering students - and 11% of the UK's engineering workforce¹ - is female. So we are pleased to report a mark of ongoing progress that 30% of Pell Frischmann graduates are now female and we continue to provide internships and work experience to young women yet to choose their careers.

We are also pleased to report that Pell Frischmann achieves equal pay - the fundamental principle that men and women in the same role should be paid the same money. For example, pay variance among our graduates is just 2%² - with female graduates earning on average two percent more than male graduates.

1 Women's Engineering Society figures 2 Margins of error of up to 3% reflect small differences in experience within employment bands



The Pay Gap

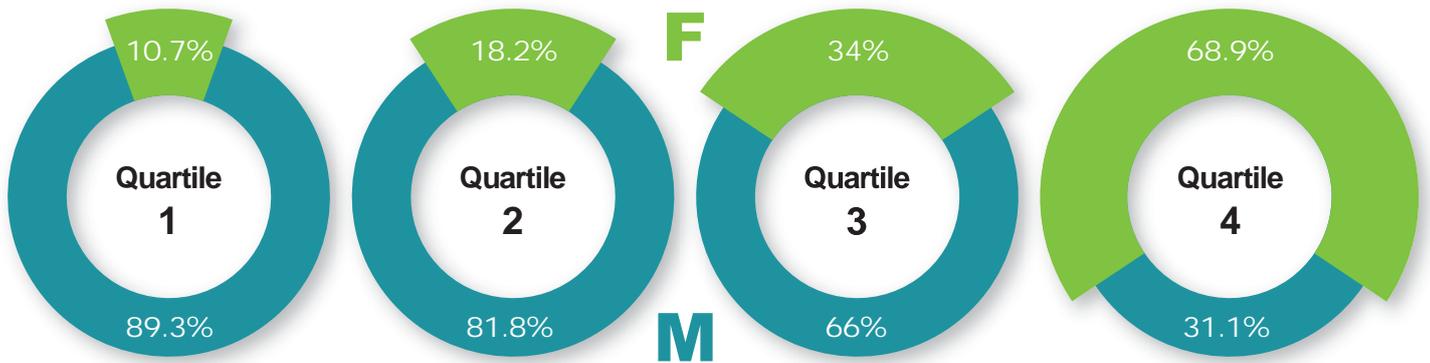
Along with Equal Pay, we have also conducted a study of Pell Frischmann's Gender Pay Gap. This doesn't compare like-for-like job roles. Instead it takes the average hourly rate of pay of all men and women in all jobs across the business.

This study reveals that Pell Frischmann has a Median Gender Pay Gap of 40.4%, meaning that difference between the median hourly wage of men at Pell Frischmann, and the median wage of women, is 40.4%.

Difference between men and women (whole workforce) in %

	Mean	Median
Hourly Pay	45.8	40.4
Including Bonus	62.5	78.2

8.4% of male, and 4.9% of female staff have a bonus as part of their packages



What does this tell us?

Pell Frischmann is proving more successful than most at attracting and retaining female engineers – including graduates. This reflects our longstanding commitment both to equal pay, and to fostering a culture of respect across the full diversity of our workforce.

However, the Gender Pay Gap suggests that relatively more of the women in our business are in job roles that hold lower salaries. This is in part a result of our recent success in raising the number of female graduates joining us, which raises the proportion of women at the start of the career/earnings ladder. There is also an impact on the data relating to family-related leaves of absence such as maternity, paternity and parental leave, and we must reinforce a gender-blind culture towards the uptake of these benefits.

Plan of Action!

1 Build on success

- Attracting graduates and other women into the business must continue, particularly at the more senior level.
- Equal Pay must be maintained and continuously monitored.

2 Ongoing support

- Our rising intake of female graduates must be supported into senior roles over time.
- Continue to develop and progress female employees into senior positions through a formal succession planning process.
- Build on the diversity reflected at the most senior level of the business, with senior female executives supporting the development process as role models for all levels.

3 Parental Leave

- Examine why parental leave – which can impact hourly pay for its duration – is disproportionately taken by women in our business.
- Demonstrate that this will never hinder a return to work or career progression at Pell Frischmann.
- Ensure our incentives and culture surrounding parental leave reinforce a gender-blind approach to household choices.

This data reported is accurate

Tushar Prabhu

Tushar Prabhu
Chief Executive Officer
28 March 2018