

As promised

Following on from the publication of our Gender Pay Gap (GPG) in April 2023, which used salary data from April 2022, we promised we would update our results using current earnings information, to give us more meaningful starting blocks from which to create a strategy for improvement.

Just a reminder

The gender pay gap is not the same as equal pay.

Measuring our gender pay gap means measuring the difference between men and women's **actual average earnings**. This is the amount of their salary after any salary sacrifice deductions, but before tax and national insurance is calculated. It does not take into account different role types, grades or whether someone is full-time or part time; it's just based on what they actually earn.

What time period does this report cover?

This Gender Pay Gap report is based on a snapshot from April 2023. This brings our figures right up to date and means that we can create a strategy based on current data.

What do we have to report?

1. The percentage of men and women in each hourly pay quarter;
2. The mean (average) gender pay gap for hourly pay;
3. The median (midpoint) gender pay gap for hourly pay;
4. The percentage of men and women receiving bonus pay;
5. The mean gender pay gap for bonus pay;
6. The median gender pay gap for bonus pay.

Understanding the data

It's disappointing to see that the GPG has widened since we last reported our figures, but it wasn't unexpected. Here are some statistics which help demonstrate why;

- » Over the past year, more of our lower paid roles have been filled by women (63 last year, compared to 93 this year).
- » More of our higher paid roles have been filled by men (73 last year, compared to 95 this year).

- » 75-97% of roles from senior engineer upwards (depending on role) are occupied by men.
- » In central services (where salaries are generally lower), 60-89% of roles are occupied by women.
- » Whilst it's great to see that we have some part-time roles amongst our engineers, the majority of part-time roles are in central services, where salaries are generally lower.

How can the Gender Pay Gap improve at Hydrock?

In a traditionally male dominated industry, just getting more women in the door isn't the solution. What is definitely true is that the gap opens up once children arrive - men and women earn roughly similar salaries in the early parts of their careers.

The challenge is retaining women, ensuring they have routes to progress and flexibility to work in a way that balances responsibilities in and out of work. We also need to consider other challenges women may face in their careers. A Chartered Institute of Personnel and Development report found that almost 900,000 women in the UK had left their jobs because of menopausal symptoms.

Summary

So, in summary, we need our strategy to look at career progression, promotions, maternity returners, part-time and flexible working, wellbeing support and placing more women in senior roles, amongst other things.

Next steps,

An action plan will be created to help us to tackle the issues identified and we will measure and publish progress against that plan.

If you have any questions regarding this report, please contact PeopleTeam@hydrock.com.

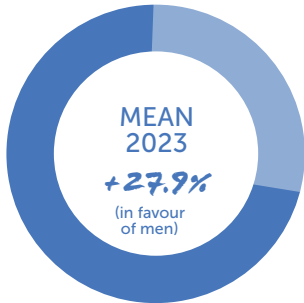
GENDER SPLIT IN PAY QUANTILES OVER THE LAST 3 YEARS

	LOWER		LOWER MIDDLE		UPPER MIDDLE		UPPER	
	Male	Female	Male	Female	Male	Female	Male	Female
2023	53%	47%	63%	37%	78%	22%	88%	12%
2022	62%	38%	61%	39%	76%	24%	88%	12%
2021	65%	35%	62%	38%	78%	22%	91%	9%

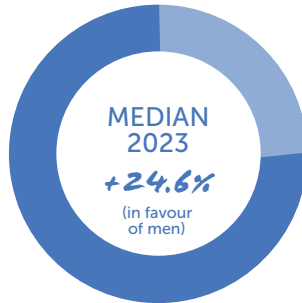
Gender Pay Gap Report 2023

GENDER PAY GAP

% DIFFERENCE IN AVERAGE HOURLY RATE



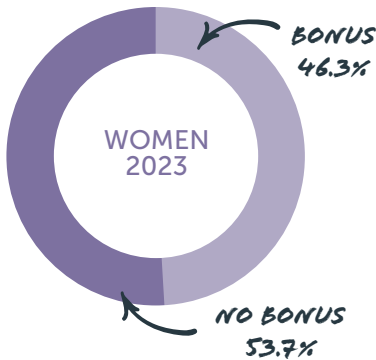
MEAN 2022 **+24%**
MEAN 2021 **+28.1%**



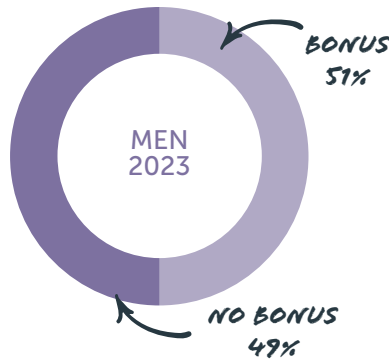
MEDIAN 2022 **+22.2%**
MEDIAN 2021 **+24.5%**

GENDER SPLIT IN EMPLOYEES RECEIVING BONUSES

PROPORTION OF EMPLOYEES RECEIVING A BONUS

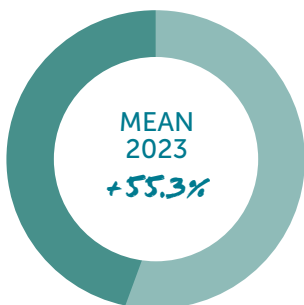


WOMEN 2022 **27.2%**
WOMEN 2021 **47%**

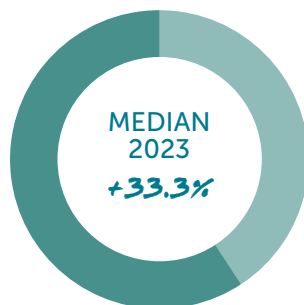


MEN 2022 **28.2%**
MEN 2021 **41.7%**

% DIFFERENCE IN AVERAGE BONUS PAYMENTS



MEAN 2022 **+46.8%**
MEAN 2021 **+31.7%**



MEDIAN 2022 **+42.9%**
MEDIAN 2021 **+37.5%**

