
Gender Pay Gap Report

2020

Introduction

This report details the gender pay gap reporting requirements in the United Kingdom covered under The Equality Act 2010 (Gender Pay Gap Regulations) 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

This is our fourth gender pay gap report, although we did not publish our 2019 results. Whilst the number of employees means we do not legally have to publish the information we believe in transparency and accountability.

Our 2020 results

Comparing our pay gap figures with last year shows the continued impact of the restructuring action that we have been taking on the business for the past few years. Firstly, we have seen a small increase in our mean pay gap but a significant increase in our median pay gap. Whilst our headcount has remained relatively static, the headcount mix of our employee base has changed significantly as a result of the continued reshaping of the business.

The end of 2019 saw significant restructuring activity occur across the business. Overall, the business restructuring activity was heavily focused on leveraging administrative support across the global business, driving efficiency and developing centres of expertise to service several regions whilst setting the business on a path of scalable overhead support.

This restructuring activity is one of the underlying drivers of the small rise in Penspen's gender pay gap for 2020, given that a good proportion of the administrative roles were occupied by women and, as we focused our business model on the streamlining of overhead functions whilst maximising operational delivery, this has inevitably led to a small differential.

As the industry faces a continuing challenge of attracting females into STEM occupations, we remain focused on attracting females into

operational roles in the same way that we are able to in our other parts of our global operations, where we have a female representation of 50% in Mexico and 30% in the Middle East.

Furthermore, our 2018 report outlined the business commitment to the appointment of more women into senior roles, and we are pleased to see a significant shift with a move from 9.10% to 16.3% at band C of our organisation in 2019, and from 14.9% to 16.3% at band D in 2020.

This result solidifies the work we have done to increase female representation at the more senior levels and explains the significantly widening median pay gap, as women represent 20% of the senior roles within the business. However, this has clearly not been enough to offset the restructuring activity that has widened the mean and median figures overall.

2020 Data

PENSPEN GENDER PAY GAP REPORTING 2020

👤 GENDER PAY GAP

MEAN **15.4%** MEDIAN **34.5%**

👤 BONUS

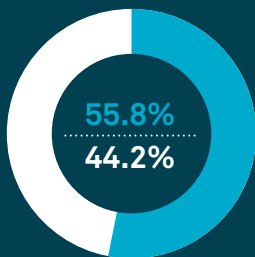
During the reporting period no bonuses were paid

0 OUT OF **138** **0** OUT OF **38**

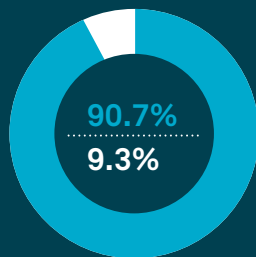
👤 PAY QUANTILES

Proportion of male and female employees according to quartile pay bands

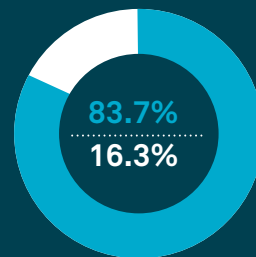
■ MALE ■ FEMALE



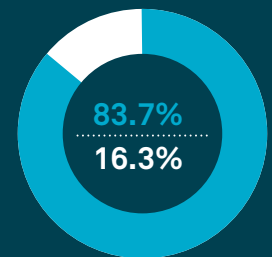
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

Our focus for the coming year

At Penspen we remain committed to increasing the representation of women at all levels in the energy industry and will continue to drive our talent agenda in this way, whilst recognising that this is a long-term strategic focus that cannot be achieved overnight.

Having been incredibly successful in achieving what we set out to do in driving up senior female representation in our business, it is clear that our focus for the coming 12 to 24 months must be on more efforts to boost female representation amongst our technician and engineering employee base where we can.

The continued stagnation of the market as a result of the COVID-19 pandemic means that this may be a challenge, but we will develop a strategy for the attraction of women in our more junior technician and engineering roles in an effort to better balance representation in our operational functions.

A handwritten signature in black ink.

Rachel Jordan-Evans

Executive Vice President, Human Resources

Key Terms

Mean and Median:

The Gender Pay Gap shows the difference between the mean (average) and the median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

Proportion of male & females in each pay quartile band:

The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. Each quartile band has the same number of employees.

For more information